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CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

bulletin

Six and five lid on education spending a disaster, says CAUT

by Richard Bellaire and Helen Baxter

The March announcement of the federal government that it plans to limit the growth of its transfers to the provinces for postsecondary education to six and five percent over the next two years has angered and baffled the Canadian academic and research community.

Universities are bewildered by the government's plans to limit the transfer payments for postsecondary education, says the CAUT. Calling the move "nonsensical", the Association points out that the government constantly cites the need for more research and development and highly qualified manpower to boost economic recovery, but at the same time wants postsecondary institutions to bear the brunt of budget cuts.

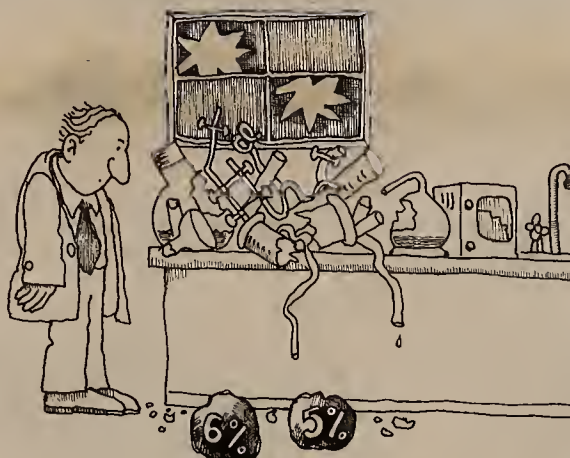
"Reducing these funds will not resolve our economic problems, and, in fact, will cause others," says CAUT President Ken McGovern.

"Universities are already thinking of establishing enrollment quotas in all courses, which will leave thousands without opportunities to train, or to retrain, for jobs in new fields."

Dr. McGovern says that those denied access to universities will probably be forced into more costly short-term job creation programs, or worse, unemployment.

Dr. McGovern also points out that universities are major employers in many communities and also major consumers of local and national products and services. Reducing funds, he says, will have a serious impact on local economies, particularly if universities have to start laying off employees.

Gary Bicker, chief science policy advisor for the Canadian Federation of Biological Societies, says that the government's plans, if implemented, will deal a serious blow to the research community in Canada. Mr. Bicker notes that the EPF transfer payments



Murray Long

provide the necessary environment for university research efforts to flourish.

"Without that environment, strongly supported by a national presence in research funding, universities will have a difficult time maintaining research efforts and attracting high quality students, much less research staff."

Mr. Bicker points out that any reduction in the transfer payments for postsecondary education could have a strong negative impact on the effectiveness of the programs offered by the research granting councils, since the transfer payments cover all indirect costs for research.

Moreover, says Mr. Bicker, the government's new plan comes at a time when universities across Canada are trying to attract private research

capital and such prospects could be jeopardized by reduced funding stability within our universities.

The federal government's announcement comes after two and a half years of discussion on the subject of federal funding of our universities.

Since 1977-78, under the Established Programs Financing (EPF) Act, the federal government has transferred billions of dollars each year to the provincial governments for the medicare and hospitalization programs and for postsecondary education. The Act provided for a built-in escalator based on a three year rolling average of the per capita Gross National Product for the country. Under this scheme, the escalator for 1983-84 would have been

9.8 percent. The government's new plan provides for a growth in the transfers for higher education of only six percent in 1983-84 and five percent in 1984-85. The new deal would include an extra one percent for each of the two years for population increases. The one percent would be distributed on the basis of actual population increases by province. Some provinces, such as Alberta, would receive considerably more than one percent, while others would receive less.

The federal government has attempted to justify its decision by noting that many provinces have already imposed restraint on the higher education system in the form of wage limitations for employees and/or very low operating grant increases for 1983-84. However, the CAUT points out that universities have already "cut to the bone" and further cuts will be disastrous for the system.

The whole issue of the transfer payments is complicated by the fact that they are composed of two parts, postsecondary education, and medicare and hospitalization. In all its calculations, the federal government assumes that education receives 32.1 percent of the total, with the rest being spent on the two health programs. However, in fact the funds are transferred in block grants and they can legally be spent by the provinces in any way they choose.

A final consideration arising from the federal government's plan is the question of what the government intends to do with the "savings" resulting from the cutbacks, which amount to approximately \$102 million for 1983-84. Will the money be pumped back into the postsecondary education system in the form of increased student aid, or direct transfers to the universities? Or will the funds be completely lost to the system?

LETTERS LETTRES

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Authors and contributors of secondary material will be identified if they so wish or may choose to remain anonymous.

Ian Burton

Institute for Environmental Studies

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J. Percy Smith Drama Prize

Many readers of the CAUT Bulletin will recall the long and distinguished service to Canadian universities of Dr. J. Percy Smith.

After nearly twenty years of teaching in the University of Saskatchewan's English Department, Percy Smith spent five years as the Executive Secretary of the Canadian Association of University Teachers. In 1970 he became Vice-President Academic of the University of Guelph, before moving in 1976 to Guelph's Drama Department.

Now Emeritus Professor of Drama at Guelph, Dr. Smith has been awarded many honours and distinctions, including honorary doctorates from Carleton and Windsor. A distinguished Shaw scholar, Percy Smith continues to exert an erudite, benign and puckish influence on all who are fortunate enough to move within his sphere.

The University of Guelph has recently established an annual J. Percy Smith Drama Prize to recognize, however inadequately, Percy Smith's contribution to the University of Guelph and to Canadian academic life in general. Friends, colleagues and former students who wish to help fund the prize may do so by sending contributions to the J. Percy Smith Drama Prize, Alumni Affairs and Development, University of Guelph, Guelph, Ontario N1G 2W1. Cheques should be made payable to the University of Guelph.

L.W. Conolly

Chairman

Department of Drama

University of Guelph

Did not "cower"

The following letter was originally published in The New York Times. The authors have asked that it be reprinted in the Bulletin. The article in question was reprinted in the December issue of the Bulletin.

We should like to comment on some misleading statements in Flora Lewis's Sept. 7 column on the recent Pugwash Conference in Warsaw.

Over the past 25 years, the Pugwash Conferences have been based on our desire to keep open lines of communication between leading scientists and scholars of opposing political systems, particularly in times of tension, in order to achieve our main aim of averting nuclear war.

The invitation to hold the conference in

Warsaw was made and accepted in August 1980 and confirmed in February 1982. The choice of country does not imply either approval of or opposition to the ideology of the government in power; otherwise, many countries would be ineligible for such meetings, given the diversity of political views among Pugwash participants.

The agenda for the conference was fixed before martial law was imposed, but the Polish question was, of course, raised in the debates.

An invitation for an exchange of views with the Prime Minister, General Jaruzelski, was accepted by our council, as is the custom when requested by a high official in a host country. (Such encounters have occurred many times in the past, e.g., in 1976 with Prime Minister Indira Gandhi when India was in a state of emergency.) Polish Deputy Prime Minister Rakowski participated in a session of one of the working groups attended by most conferees.

On both occasions, lengthy discussions

were held, during which hard-hitting questions and comments were put to the two officials, and were answered with candor. The topics included the suppression of Solidarity, the reported use of brutality on prisoners and other political and economic factors contributing to the present difficulties of Poland and their import for European security.

The letter from Andrei Sakharov, which Miss Lewis stated was, in effect, suppressed, was brought to our conference by a participant, and, in accordance with our rules, was circulated officially as an information document, as was correctly reported in The Times on Sept. 10. It was discussed in working groups and at a plenary session. There were also other papers severely critical of Soviet (and U.S.) policy on arms and on human rights, as well as the policy of the Polish Government with respect to Solidarity. All were allowed free voice at

➡ p. 4



Science for Peace

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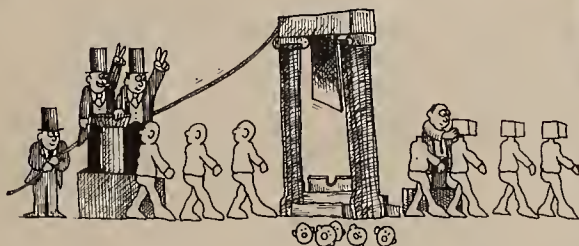
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Commentary

Reflections on alma matricide

by J.F. Conway



Murray Long

The universities of Canada are in crisis. Funding cutbacks in most provinces, or a lack of real financial growth in others, are conspiring to gut and to degrade the idea and the reality of the university. As the axe falls, the universities themselves, in a desperate scramble for self-justification, are complicit in this ritual of degradation.

There is little sympathy for the current plight of the university. Politicians are able to slash and cut, or at least to ignore the urgent pleas for help from the campuses, because the public appears to be little concerned about what is happening.

Businessmen and politicians are leading the pack of those calling for a "job relevant" university system. They want the university to churn out graduates with "marketable" skills. Governments and their agencies — Departments of Education and University Commissions — have picked up the howl. Now all university programs — old and new — must be proposed and defended in the context of assessing the "demand" for them and their "relevance" to the economy.

In an effort to cut out the fat that many governments believe exists, University Commissions are hounding the university to defend low enrolment programs, to justify square feet of space on a per capita basis, to worry about small classes, to become obsessed with head counting — in short, to become panicky and defensive.

Job relevant

Within the university itself there is a big push to succumb to external pressures by becoming more "job-relevant." Growth is allowed in business schools, administration programs, computing science areas, journalism, human justice, pre-architecture or whatever the latest job fashion or fad happens to be. Since such growth cannot go forward with new funding, funds for new programs have to be generated internally, usually at the expense of traditional academic disciplines. This is the "catch 22" that has led to the present spectacle of the university gutting and degrading itself. The process is not only effective, it is lethal.

Dr. Conway teaches sociology at the University of Regina.

First, cutback the university's funding.

Second, attack the university for not being "job-relevant" and make it clear that it is expected to become more occupationally sensitive.

Third, allow growth in "job" or "demand" related areas but insist that such growth go forward only through internal reallocation.

The university then begins to tear itself apart. Programs compete for enrolments since budget decisions are increasingly made on the basis of head counts. The supermarket mentality — complete with advertising — replaces the academic mentality. Smaller departments become defensive and are so busy trying to survive, they fail to fight back. Traditional academic disciplines flounder in their search for a ra-



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tionale in an atmosphere which listens only to the siren sounds of the marketplace. Broader educational goals and objectives are lost in the stampede to appease politicians, bureaucrats and businessmen.

The result is that the university is gradually being transformed into a glorified technical school in which the academic entrepreneur and the educational opportunist flourish.

This process is already well underway. It is taking place in the name of cost-efficiency and relevance. We are told it will mean a better, more relevant and socially useful university. In fact, it will be costlier because it will destroy the university as a centre of scholarship and research and the main instrument of a liberal arts education.

Preserve of wealthy

Not only is this process destroying what is left of the liberal arts, it is also forcing the university to return to its former role as the near exclusive preserve of the wealthy top 30 per cent of families.

Until the early 1960s, universities were widely viewed as the preserve of the children of the rich. In the 60s our universities underwent massive expansion and a variety of programs were developed to help lower income families realize the dream of a university education for at least some of

their children.

This is becoming less and less the case as we enter the 1980s.

The trends now — as economic barriers get higher — are the reverse. One study at a major Ontario university, for example, shows that in 1979 almost 50 per cent of all students came from families earning over \$30,000 a year. In 1976 it was 36 per cent of all students. The same study showed that the growing economic barriers hit female students hardest since they face even lower paying summer jobs than male students do.

The conclusion: the university is becoming more elite — less accessible to lower income students. It is therefore a publicly funded institution to which the more privileged gain easiest access. The majority of taxpayers — including the poor and the average wage-earner — subsidize the education of the economically more affluent.

Is that the kind of university we want?

The point is that the university remains the major route of upward mobility for the children of lower income groups. Despite all the crying about unemployed and underpaid university graduates, the facts speak for themselves. University graduates still earn more and have more opportunities for self-improvement throughout their working lives. And university graduates are highly employable — suffering less than half the unemployment rate of their age group fellows without the university degree.

The destruction of the university, however, is only part of a more general process of cutback and rollback designed to rob Canadians of many of the gains made in social, health and educational programming since World War II.

Cost sparing

There is a conservative attitude that politicians — whether Tory, Liberal or NDP — are adopting because it has such cost sparing implications. The assumption is that the activist social policies of the 60s and early 70s were ineffectual and expensive. The "war" on poverty, more generous unemployment insurance, modestly generous job re-training programs, widely accessible health care, a more open accessibility to universities, social animation programs to organize people to find solutions to their problems, have not really worked and yet they've cost a lot of public money.

Poverty remains as prevalent as ever. The inadequate housing of the poor remains inadequate. The unemployable have remained unemployable. Costly job re-training doesn't help much when there are no jobs for the eager trainees to take. Worse, people's expectations are high and dangerous political disillusionment is setting in.

The political response is to retrench and chant the litany of restraint. Retrenchment

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LETTERS LETTRES

the conference.

As the above indicates, we do not "cower" to the Soviets. In some Western circles we have often been considered Soviet dupes; to them, anyone outside the official establishment willing to sit down with the Russians and talk of peace is suspect.

There are factions in the Soviet Union that consider Pugwash an agent of the West. We do not consider that the Russians are "doing (us) a big favor by attending"; rather, their presence makes our East-West dialogue possible — a dialogue which has brought some striking successes.

The Soviet Pugwash group includes some of the most distinguished scientists in the U.S.S.R., whose judgment we respect and whose co-operation we value in placing our conclusions before their Government.

We all agree that at the present time top priority must be given to our chief objective — prevention of nuclear war. Any other issue, however important, must take second place in our efforts to achieve our main goal.

Dorothy Hodgkin, President
Martin M. Kaplan, Secretary General
Pugwash Conferences on Science and World Affairs

Different perspective

Over the years, I have watched with interest, and occasionally amusement, the appearance of various letters from Dr. Kenneth Hilborn, and the often savage replies those letters evoked.

In 1966/67, I was one of Dr. Hilborn's students while completing my honours degree at the University of Western Ontario. If you could document and defend your position on any issue, you got full credit for it, even if your position was completely opposite to his own.

We all found his conservatism a strong and stimulating contrast to the liberal philosophy of and interpretation of history which characterized the teaching of other members of the history department. We didn't always agree with his ideas, but we did respect his opinions (which were constantly challenged by his students and which he was fully able to support) and his excellent abilities to teach and to force his students to evaluate and assess their own beliefs from a different perspective.

Dr. Hilborn had a strong influence on my own class of history students, and I hope that same influence has continued down through the years with successive generations of students.

Edwin M. Perry
Science & Engineering Librarian
University of Regina

Soviets hostile to freedom

Clarence J. Munford (*CAUT Bulletin*, April) complains that in mentioning my course on "totalitarianism, including both National Socialism (Nazism) and Marxist-Leninist socialism," I failed to specify whether I dealt with "U.S. state-monopoly capitalism as one of the variants of totalitarianism." I can assure him that I do not, for the same reason that my course on 20th Century international relations includes nothing on Swiss territorial expansionism. To ask whether I lecture on American "state-monopoly" capitalism is intellectually comparable to asking a zoologist whether he lectures on unicorns. In order to be totalitarian, a system must first exist.

Unfortunately Soviet socialism does ex-

ist, and its hostility to all freedom — including academic freedom — is a matter of record. Among the relevant books are *Psychiatric Terror: How Soviet Psychiatry Is Used to Suppress Dissent*, by Sidney Bloch and Peter Reddaway, and Aleksei Myagkov's *Inside the KGB*.

Munford tells us that the Nazis' *Volksischer Beobachter* commented on "lack of academic freedom in the Soviet Union," and he implies that decent people are obliged to disagree with so disreputable a publication. Why? When it suited their purposes, even Nazis were capable of an occasional venture into veracity, and there is no virtue in disagreeing with them at the expense of being wrong. Has Munford neglected to read Robert Conquest's *Kolyma: The Arctic Death Camps*, in which the author points out that "intellectuals abounded" among the prisoners? (Conquest's works in general are certainly among the most realistic portrayals of Soviet socialist reality.)

Munford refers glowingly to the Soviet Union's alleged "diplomatic struggle for anti-fascist collective security." Actually, during the Popular Front period, Moscow was attempting to put pressure on the Nazis to come to an arrangement with the Soviet regime. Presumably Munford is unaware of the testimony of Walter Krivitsky, who was the first to reveal the secret overtures made by the Kremlin to Hitler at the end of 1936. In a book entitled *Fifty Years of Communism* (published in 1968), the British scholar G.F. Hudson drew attention to some of the evidence supporting Krivitsky's statements. In his more detailed work, *The Communist Party of the Soviet Union*, Leonard Schapiro pointed out that Krivitsky's report on this Soviet initiative (which the Nazis rebuffed) was confirmed by a document in the captured German files. In Schapiro's words, Moscow was seeking "alliance with Hitler."

In 1937 (as Allen Weinstein informs us in his monumental *Perjury: The Hiss-Chambers Case*) Soviet underground agents in the United States began co-operating with Nazi agents. Moscow's policy bore fruit in August 1939, after the Anglo-French commitment to Poland led Hitler to recognize Germany's need for a Nazi-Soviet pact. The totalitarian partners proceeded to partition Poland; Munford's use of the word "alleged" in connection with that partnership would be startling to Poles.

Indeed, Munford's letter as a whole is startling to anybody familiar with the facts. It seems to reflect the kind of thinking dissected so effectively by Jean-François Revel in *The Totalitarian Temptation*.

Kenneth H.W. Hilborn
History Department
University of Western Ontario

Distorted news

We are Americans who have made our home in Latin America for seven years. Since 1981, when you published my last letter, we have seen much distorted news of the Americas coming out of the U.S. and would like to set the record straight for *Bulletin* readers.

When we first moved to Costa Rica, bag, baggage, grandmother, teenagers and pets, we spoke no Spanish and knew little about the country. But, soon, our rural neighbors accepted us and graciously taught us their language, culture, and how a city-bred family could enjoy ranch life in a foreign land. Our delightful adventures there merit a book, at least!

My husband's love for the sea (Pearl Harbor survivor, retired Navy), prompted a

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Juanita Bird
(Mrs. Lewis Bird)
Santa Marta
Colombia

Six and five....1

Also unclear is the reaction of the provinces. At a meeting of the ministers of finance in March, several of the provincial ministers made it clear that they viewed the federal action as another attempt to gain more control over policy making in the area of higher education.

In fact the federal government is in the process of discussing with the provinces further changes to the higher education system in such areas as student aid, bilingualism, accessibility, adult education, direct federal funding of special projects, and importantly, the role played by the federal government in policy matters.

Some progress has been made in negotiations between the two levels of government over the funding of student aid and bilingualism. Secretary of State Serge Joyal has released plans for an improved student aid program which calls for guaranteed loans for needy part-time students, an interest relief plan for unemployed graduates for a period of up to 18 months and an increase in limits to student loans to \$100 per week. The Canadian Federation of

Students has responded favourably to the proposals but says that they do not go far enough in solving the problems of university funding or the financial problems of individual students.

Meanwhile, the important and contentious issue of the federal role in postsecondary education has yet to be tackled head on. In a meeting with Dr. McGovern and Dr. Ron Levesque, CAUT Executive Secretary, Mr. Joyal said that the federal government was considering conducting an internal review of its role in higher education. Drs. McGovern and Levesque made it clear that the CAUT would expect such a review to include adequate input and representation from all sectors of the university community: faculty, students and administration.

The federal government has slashed federal funding of the universities without discussions with faculty, students, business or unions, says the CAUT.

"Pen slashes are not substitutes for the consultation promised by the government. Any further decisions should come as a result of realistic discussions on the role of the university and should involve all parties concerned."

The CAUT Bulletin recently asked two experienced Canadian academics, one in the physical sciences and one in the humanities, to offer us their personal observations on the nature of the academic career in the 1980's.

Teaching in troubled times

The Canadian university, like its sisters elsewhere in the world (especially in Great Britain), is in stormy seas and heavy weather. A new vocabulary, replete with horrid neologisms such as *cutbacks*, *budgetary restrictions*, *program shutdowns*, *faculty taxes* and *non-tenure track appointments* amply testify to this.

When then was the golden age which we seem to remember with such fond nostalgia? We all must have slept through it entirely unaware, if ever it existed. Was it in the late 'fifties and 'sixties, when provincial governments were responding to political pressures by founding new universities to the point that we now have more of them than do the British (who have but 45 for a population thrice ours)? My impression is that the founding of new universities solved very few of the problems of their older sisters. In which province did the government announce its decision to fund universities generously with a view to their achieving world-class status? Which paid its professors salaries comparable to those earned in business or the liberal professions? Which built new buildings to the point that adequate space for research and teaching is now available?

Alas, the reason we are hard-pressed to remember the regretted golden age is that there never was one: there was merely a time when things were less bad than they are now and better than they were before.

My academic career in Canada began in 1950, with the second half of this century; I became an Assistant Professor of Physiology at Dalhousie University and the second member of the department. Each of the pre-clinical departments of the Faculty of Medicine had two staff people. The clinical departments, as was usual in Canada at that time, had no full-time professors, all clinical teaching being done by part-time staff. The Biology Department had three professors, two of whom shared all the zoology, cell and developmental

biology and genetics while the other carried all of botany.

The two zoologists, incidentally, were the late Ronald Hayes and his wife Dixie Pelluet; both were active in graduate teaching and research. Hayes, indeed, had begun the pioneering work in limnology that was to put Canada on the map in the rapidly developing field of fresh-water ecology. His laboratory was in a crowded corner of the Forrest Building, that had been constructed some 70 years before. It was supposed to have been torn down during the first world war but sentence was stayed on this and on other occasions. The reprieve is still in effect.

Two years ago, I spent a few days in the Biology Department at Dalhousie as an external assessor of their graduate programme. There were about 30 full-time people in the department housed in a splendid new building with equipment and resources that would have been simply unimaginable three decades before. That F.R. Hayes achieved international class was something of a miracle given the conditions under which he labored. It was no surprise that many of his successors were widely known for their research; indeed it would be anomalous to have a mediocre department in a truly superb facility like that new biological sciences building.

The things which have changed in the intervening years in all Canadian universities are these: one, the physical facilities for research and teaching are incomparably better; two, academic and non-academic staff are now paid a reasonable wage for their work (in 1950, full professors with many years experience were paid about \$5,000.00 p.a.; multiply this by about 3 or 4 to translate into 1983 dollars); three, it is now expected, and with reason, that all teaching staff will keep abreast of the latest developments in their field and will contribute actively to the scholarly literature and thus to the pool of knowledge. This has become the rule rather than the exception.

The golden age thus turns out to have been a period of quarter-century during which there has been a gradual, even imperceptible, improvement in the quality of academic life, an increase in the number of professors in academic departments that outstripped that in student numbers (by a factor of 2-3X), an amelioration of the physical plant in which university business is transacted, and a change in the expectations of the Canadian public who now believe that their University should more closely approximate its name than did the parochial institutions that were the rule in the first half of the century. I need not add that some departments of McGill and the University of Toronto were exceptions in this regard.

What advice then would I give to a young (wo)man contemplating taking the long road that might ultimately lead to an academic career? I would tell her (him) to go to it: the intelligent, ambitious and lucky will make it to the university and to the finest life that I can imagine, because to be reasonably well paid to teach bright young people and to carry out independent research is a unique source of fulfillment and joy.

Those who don't make it to the end, for whatever reason, should find that the in-

I entered the academic profession because I wanted to go on studying literature and because I discovered (much to my surprise) that I also loved the teaching I first undertook simply to survive so that I could study. Both loves have been satisfied, despite my inability to fulfil more than a little of what they demand from me. As I get older, of course, I get more crotchety; and since you have asked me for a personal statement, I will pass on a few crotchets about some misgivings that have grown stronger over the years.

These misgivings concern the ways in which academics seem to be surrendering to several of the follies and evasions prevalent in society at large. We evade the act of judgment, for example, by substituting for it the act of measurement, because judgments are supposedly "subjective" whereas measurements are supposedly "objective". If we make another statistical study, we like to believe, the figures will tell us what we ought to do. As a consequence, we evade the necessity of affirming values and of governing our collective decisions by these values, so that most universities are losing their inner direction: they no longer know what matters to them, and take their cues instead from sources outside the university, especially governments.

Public funding leaves us vulnerable to every transient pressure from transient political leaders who, despite lip service to our autonomy, control us quite effectively through financing. Research now has to be "project-oriented", the value of the project being determined by government agencies or corporations who want solutions to immediate problems, not the investigation that would lead, in the long run, to new knowledge and new creation. Most of the time we are happy to surrender to such pressure because that is how we make our "careers".

A similar evasion appears when we sit down together to conduct the affairs of the academy. Attempts to raise the question, "what matters?", are smilingly dismissed as "philosophical" meanderings that deter us from finding what *really* matters — "the bottom line". Our drift into collectivity pushes us towards the evasion of personal responsibility, which we sidestep whenever possible.

If one man fails an essay and another man passes it on appeal, the second man must be right; and the first is let off the hook. What is done by one committee can be, and probably should be, undone by another; many heads make light work; and if only enough of us fiddle with any issue, we can blur it out of the picture. Moral responsibility and intellectual integrity are merely private, and may be set aside (respectfully, of course) when we sit on committees and attend to what is expedient.

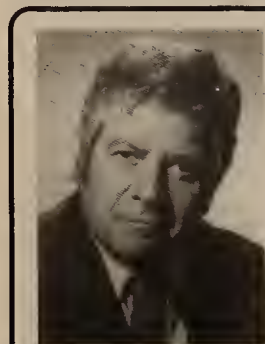
After political expediency has replaced moral responsibility, why not replace intellectual integrity with ideology? In a recent issue of the CAUT Bulletin, Archie Malloch focussed on one dimension of this transformation with a mild and elegant clarity I do not even need to try to emulate, since this is a personal statement. I will be much cruder than he: the central threat to the serious pursuit of the intellectual life, and to the freedom necessary for that pursuit, comes from academics, not from

politicians or businessmen. It comes from academics whose sense of intellectual life is determined by an outmoded model of economic production: the avid pursuit of the new; the reliance on article-counting and citation tables when considering promotion or tenure; the ready contempt for studies that are not "where the action is"; the conversion of quality into quantity.

For the young academic who has not accepted this model, my only advice is: be subversive. Accept the fate that the University has acquiesced in a conception of the academic pursuit as an enterprise identical in kind with the production of processed meat. Fight this wherever you can; ally yourselves with other disreputables; be a troublemaker; don't be "loyal" to whoever is running your shop at the moment; say something in print only when you have something to say; reconcile yourself to the fact that those who say nothing often enough in print will rise faster than you; take a vow of anonymity and (relative) poverty; do your institutional chores without illusion that they are anything but necessary chores; keep your powder dry; and hang in there.

Perhaps this is easier for us humanists than for some others, whose fields of study are considered useful. Literature is a body of knowledge that tyrants and oligarchs have always considered dangerous, because it cannot be "utilized" by them, and so cannot be controlled. Literature remains a persistent challenge and rebuke to the inhumane follies and evasions of tyrants and oligarchs everywhere, at any level, in any disguise. That is my personal consolation.

When it is taken seriously, literature will always expose and subvert tyranny and will always offer another kind of vision, which can still nourish in the young those recognitions of possibility and affirmations of value which the academy is meant to foster, if it is meant to do anything real.



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BARGAINING TALK NÉGOCIATIONS

by Howard Snow

On three consecutive weekends in March, CAUT held regional bargaining conferences to address current negotiating problems.

Canadian universities and collective bargaining have been under attack recently from a variety of sources and this has been reflected in negotiations, or the lack thereof. As a result of this attack and the changed climate for bargaining, CAUT organized these regional meetings to bring active participants in member associations together to talk about current problems.

The first session, co-sponsored by the provincial organization OCUFA was held in Toronto; the others were held in Halifax and Vancouver. The general perception was that it was useful to bring local presidents, negotiators, and others together at this time of year for a discussion about current bargaining difficulties and priorities as well as some long-term approaches to these issues.

The conferences were structured to provide for a maximum participant input. Among the topics for discussion were existing mechanisms for dealing with difficulties (e.g. early retirement and reduced workload), organizing both internally and externally, mechanisms for educating and influencing boards of governors and administrators, and framing bargaining issues for public consumption.

The conferences were not intended to resolve particular issues or to arrive at a coordinating bargaining strategy. Nevertheless, participants largely felt that the opportunity to discuss issues with colleagues in similar situations was valuable and that the conferences helped to focus where their association was headed in this round of negotiations and beyond.

On other matters, the hearings before the New Brunswick Industrial Relations Board into the termination by Mount Allison University President Guy MacLean of the employment of Tom Storm, the faculty association's Chief Negotiator, was postponed. The matter is now expected to be dealt with at a hearing in May, unless resolved earlier. Meanwhile the negotiations between Mount Allison and the faculty association continue for a first collective agreement.

At Mount St. Vincent University the Faculty Union made a request to the Board of Governors for a procedure which would have explored the possibility of voluntary recognition. The proposal involved the Board of Governors and the Union agreeing on a mechanism for the polling of the full time faculty and librarians and, if the majority were supportive of collective bargaining, the Board of Governors would recognize the Association as the bargaining agent. Following rejection by the Board, an application for certification was made. The Faculty Union has been involved in an organization drive.

At the University of Victoria negotiations on a Special Plan continue. The Faculty Association and the President of the University have reached agreement on a number of matters including the desirability of a Special Plan, but now it seems the Board of Governors is holding up progress... Negotiations for a Special Plan also continue at Guelph... At Brock University the Association conducted a vote among the members of a possible bargaining unit on whether or not to pursue certification. The result was an even 86-86 tie. At a subsequent General Meeting a motion to proceed with a sign up was approved to begin following a meeting in October to discuss the whole issue... The Association at Kings College (London) is also actively considering certification.

At the University of British Columbia the provincial Compensation Stabilization Commissioner has finally approved a salary agreement for the 1982/83 academic year. The matter had been held up for months while deliberations on the issue of whether the career progress increments and other parts of the career progress system (merit and anomalies) were to be costed under the provincial restraint program... The Faculty Association at Le Collège Universitaire de Hearst signed their first collective agreement recently. Prior to the recent certification, the Association had been engaged in fairly formal negotiations for several years and the new collective agreement is similar to the one which had been negotiated under the former procedures.

The CAUT Board in March decided to strongly support the declaration of the Ligne des droits et libertés for the repeal of Quebec's Bill 111 which was described in the last Bulletin and which suspended many basic rights and freedoms. In addition, the Board encouraged Local Associations to endorse the declaration.



UNIVERSITÉ DE MONCTON CENTRE UNIVERSITAIRE DE MONCTON

Postes de Professeur

Sous réserve d'approbation budgétaire, des postes de professeur seront à combler pour le 1er juillet 1983. L'Université sollicite donc des candidatures dans les disciplines suivantes:

- Arts visuels (arts graphiques)
- Chimie organique (poste d'un an)
- Droit (common law) — Direction de la Clinique juridique communautaire
- Études françaises (cours de langue française & linguistique)
- Génie civil
- Informatique

Les candidats doivent maîtriser la langue française, tant orale qu'écrite. Conformément aux exigences relatives à l'immigration au Canada, ces postes sont offerts aux citoyens canadiens et aux résidents permanents. Pour plus de renseignements, les personnes intéressées peuvent s'adresser à:

Madame Raymonde Blanchard
Bureau du Vice-recteur à
l'enseignement et à la recherche
Université de Moncton
Moncton, N.B. E1A 3E9
Téléphone: 548-4411

Gov't report gives CAUT bargaining conference high marks

by Tina Head

The CAUT National Collective Bargaining Conference is an annual event which has achieved a solid reputation extending beyond the CAUT member organizations.

The major objective of the conference is to provide participants with basic skills in various aspects of collective bargaining such as negotiations, grievance handling, proposal writing, and communications. In addition, the conference provides participants with information on current issues in collective bargaining and enables participants to become better acquainted, or reacquainted, with colleagues from across the country who are engaged in similar endeavours.

Most associations send several delegates. Some send as many as five or six. Air transportation costs are partially subsidized by CAUT, and those associations which have been certified or have achieved voluntary recognition are eligible for grants from Labour Canada's Labour Education Program.

The Labour Education Program provides financial support for two major categories of educational activities:

- programs related to the role and function of the labour movement, such as courses on union administration, shop steward training, oral, written or audio visual communications, welfare programmes and the role of labour in the community, as well as on the international scene;
- programs dealing with labour relations and conditions of work, such as trends in collective bargaining, preparation for bargaining, grievance procedures, contract interpretation, arbitration, certification and conciliation processes, health and safety regulations, labour legislation, quality of working life, and women's role in the work force.

Many individual faculty associations have applied for grants from the Labour Education Program and have used these funds to send members to the CAUT National Collective Bargaining Conference. CAUT staff encourage eligible associations to apply for funds from the Labour Education Program, and include application forms with Conference Pre-Registration materials.

Last year, two independent consultants evaluated Labour Canada's Program. The report included a case study of an individual who had attended the CAUT National Collective Bargaining Conference. The consultants concluded:

"The aims of the Labour Education Program would appear to have been well met in this particular case. The participant reported personal positive changes, her role in her union continued and increased, and her colleagues support the view that she learned important skills which she was able to apply in negotiations. The benefit to her family and community was also a positive outcome of the educational experience funded by the program."

The consultants interviewed a number of conference participants and concluded, "The overall level of satisfaction has been high and the skills learned are reported to have been very helpful." A summary of the case study follows:

Case study of an individual

The participant

The participant (Professor A) is a pro-

fessor in a social science department at a large Canadian university. She has a long standing interest in union affairs and collective bargaining. She was an elected member of the bargaining team of her faculty association and attended the CAUT Conference on Collective Bargaining. Her expenses were defrayed to a large measure by association resources, augmented by Labour Education Program funds. At the time of the conference, she was aware that funds had been made available through the Labour Education Program of the Ministry of Labour.

Reasons for attending the conference

Professor A reported that, while she was familiar with many of the problems of collective bargaining before going to the conference, she wanted a greater exposure to the issues which faced academics in their relatively new role as members of bargaining units negotiating with their employer.

She reported that at the end of the conference she felt that she had received personal support for the stance which she took in relation to her fellow workers and that her position was shared by faculty association members in other universities.

In addition, Professor A noted that she now had a larger overview of labour related issues and that she had benefited from feedback given to her in some of the simulation sessions.

Did participation in the conference affect her personally?

Professor A noted that she felt better about the fact that her views were seen as appropriate stances to take in her own association. She also felt an increase in self-confidence about presenting her views.

Did participation affect her role as a union member?

She reported that while her term of office had officially expired shortly after taking the training at the conference, she was convinced that she should remain active in her association to provide a much needed sense of continuity and to bring her own version of the history of the bargaining process in her association to current negotiations. She noted that it was hard to bring the need for involvement to the attention of others, but that she felt her continuing commitment and presence would encourage others to become involved.

Did participation have an effect on her family or community?

Initially Professor A was dubious about both of these as possible outcomes, but later noted that in her family she saw issues as being negotiable and that on a day-to-day basis she was more apt to negotiate matters of concern than she had been prior to the conference.

She also noted that there was, in fact, a benefit to the community, in that she had become a better spokesperson on some community issues and that she was doing some lobbying with the school board.

When asked how the training she had received was related to this outcome, she said that while she was aware of various strategies for persuasion and for developing goals prior to the conference, she learned through observation just how to facilitate

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SOUTH OF THE BORDER

by E. Patrick McQuaid

New U.S. immigration proposal won't solve the problem

Just last year about this time the U.S. Immigration and Naturalization Service launched a major offensive, raiding factories and other workplaces in nine major cities believed to be havens for aliens who had over-stayed their welcome or entered the country illegally. Among 5,000 undocumented workers taken into custody were two men who were part of a crew painting the Statue of Liberty.

I can't speak with total certainty just how true that last item is, but I'd bet my best Tony Lamas that it happens all the time. At any rate, it serves as a good starting point for a discussion on current immigration issues and policy options.

Whenever talk of reforming immigration policy begins to ferment, as it has since the INS staged its "Project Jobs" campaign, I am reminded of a young Mexican-American student I met briefly one hummer of a Lone Star evening while researching conditions along the Tex-Mex border. More than 80 percent of the district's students were Spanish-speaking and many of their parents had faced the predominantly Anglo school board — composed largely of area growers — in head-to-head confrontations over issues of bilingual education and discriminatory hiring practices. Since 1972 the district was under a civil rights compliance review by the then-Department of Health, Education and Welfare and was hit with a multi-million-dollar suit in 1976 by the Texas Rural Legal Aid which charged administrators with maintaining "a dual school system".

Amidst a fierce strike during the onion harvest, the children of laborers with the Texas Farmworkers Union were expelled or placed on harsh probation for their alleged possession of marijuana seeds, while the son of the valley's wealthiest grower received a three-day suspension after he was caught dealing more serious narcotics on the campus. I attended one of the school board's lengthy tribunals, which dragged on for hours. Testimony was heard from both sides. The school principal said that the defendant, the son of Mexican immigrants, was basically "a good boy, a good Mexican". Others told the board that the "dope dog" the school periodically had brought in was led directly to the boy's car, parked on school property, and forced to sniff under the seats where, finally, a single marijuana seed was detected.



In his own defense, the boy said that he and some friends had been out driving one day and that his friends had smoked a marijuana cigarette. He, of course, had refused to take any, but apparently a seed had popped out from the burning paper and came to rest under the passenger seat of his car. A lawyer familiar with the district's history of controversy was also in attendance and, after weighing all of the evidence, there wasn't much more the board could do but let the boy off with a mean warning.

The superintendent, a long drink of water in a white ten gallon Stetson, summed up the board's sentiments. "Okay, a-mi-go," he began with a twang of sincerity, "we're gonna let you go. But now just what are you gonna do t'next time yer out riding in yer car an' one a yer bo-frenns decides he's gonna light up one a those mar-i-juaner cig'rettes? Tell me, now, jus' what are you gonna say to him?"

His honest reply was not what the board members wanted to hear. "I will tell them," he said, in a thick Mexican accent, "Please do not drop the seeds in my car". The superintendent removed his hat and ran his free hand through his scalp. When he'd placed the hat back on his head it was a signal that the meeting was officially adjourned.

This incident remains my most vivid recollection of a time and place I then thought to be rare. But now fear is more common throughout this country (since that incident, I've returned to the border with a fresh, blank note-book and I've had the opportunity to visit a variety of districts throughout the United States). Early last summer, the Supreme Court ruled that the children of illegal aliens were entitled to a free public education, which for the first time held that constitutional guarantees apply to anyone on American soil, with or without documentation. But if you've seen first-hand how legitimate American citizens can be treated, the ruling is cold comfort for even the most optimistic of civil libertarians.

On February 19 of last year, a Mexican laborer averaging the equivalent of five U.S. dollars a day literally woke to find he was now earning what amounted to three. Within a week he had lost another buck.

The price of tortillas went double, gasoline increased by roughly 50 percent, and electricity rates were up 30 percent. The peso began its steady plummet, trading one day in the neighborhood of 26 or 27 to the dollar, the next between 38 and 40. By the first week of August, the price of a single American greenback was running 80 pesos, and not too long ago I read somewhere that it was trading at 108-to-one. I've since abandoned monitoring the daily decline of the peso.

The Banco de Mexico didn't actually devalue the peso, it abandoned the peso, allowing the currency to "float" in official jargon, its value washing up on either side of the Rio Grande day-to-day, determined by local merchants and the volume of their sales. Just a year earlier, Mexico had boasted the world's eighth largest stock market, valued at \$23-billion (U.S.). Though he said that the discovery of huge oil reserves — 72 billion barrels of proven hydrocarbons and an estimated 80 billions in reserve — would not solve all of his country's problems, then-President Jose Lopez Portillo banked heavily on petroleum deposits to liquidate national debts exceeding \$70-billion.

Oil refining is not labor-intensive and despite the creation of 4 million new jobs, 30 percent of the workforce remained unemployed. Inflation remained at a staggering 30 percent

even though export revenues jumped from \$436-millions in 1976 to \$15-billions in five years. And the boom went bust: anticipated revenues of \$27-billions for 1981 only reached \$12-billions. And you know the rest. The price of meat soared 300 percent and Mexico was back to importing beans and corn, its main staples.

Exactly how many persons have illegally crossed the Rio Grande or the 49th Parallel cannot be stated with any degree of sobriety. During the previous decade, eight different sources, ranging from the U.S. Bureau of the Census, a Georgetown University group, and the Mexican Government, generated estimates ranging from two million to 12 million. More recent studies suggest there are somewhere between three-and-a-half to five million illegal residents. The last major peso devaluation, also just prior to a new shoo-in by the ruling Revolutionary Institutional Party, witnessed a similar surge in illegal crossings. It's generally accepted among Immigration and Naturalization Service folk that about 500,000 aliens annually slip through border checks at Tijuana, El Paso, Laredo and Brownsville, and the wooded thickets of the Champlain region bordering Quebec.

Legislation drafted by Senator Alan K. Simpson and Representative Romano L. Mazzoli, which would vastly alter current immigration policies, succumbed during the last minute rush to adjourn Congress, but it is again on the agenda. Observers speculate that if the controversial bill — which is expected to sail through the Senate but meet with some turbulence in the House — is not passed by mid-summer, when Presidential campaigning gets into full swing, it will not be considered again before 1986.



Immigration policy poses very special concerns for education and industry. Universities in the American Southwest and high tech assembly plants in the Silicon Valley fear a brain drain should the legislation pass. Simpson-Mazzoli, as it is known, would impose fines and other punishments on employers who hire undocumented workers. Just how this would be enforced remains unresolved. The suggestion that everyone, that is, *everyone*, be issued what amounts to an internal passport has civil rights buffs cringing.

Some 26 countries now have employer sanctions and in a study of 19 countries, including Canada, the U.S. General Accounting Office concluded that they don't work. The GAO report said that sanctions are rarely enforced, and when they are they're not taken seriously by the courts. Furthermore, fines and penalties are simply written into the cost of running business per usual.

Last year the AFL-CIO came out in favor of employer sanctions as a way of protecting domestic labor. This time round, after closer consideration, the union is opposed to the sanctions because of the potential for discriminatory practices with Government approval. Similarly, the Civil Rights Commission has testified against them.

A study is underway in New England right now to determine what effect Simpson-Mazzoli-type legislation would have on higher education. Part of that study will focus on foreign engineering students who remain in the U.S., whether legally or not, to take lucrative jobs in the region's expanding computers industries. In Boston there is concern over the sizeable alien workforce in the city's hospitals, including a fairly well known chief-of-surgeons.

"Anyone who looks Spanish, has dark skin, or talks with a funny accent would be subject to this discrimination," says a staff attorney with the Mexican-American Legal Defense and Educational Fund in Washington. "It is not just an inconvenience. It is a humiliating experience."

Part of the overall plan is an amnesty package for aliens residing in the U.S. since 1980. Based on Government figures, pegging illegal aliens at six million, only 38 percent would qualify, with the remainder being deportable. Amnesty is seen as a quick-fix and further questions the credibility of immigration policies. Canada passed an amnesty bill in 1973, vowing it would be a one-time-only measure, but now advisors to Minister Lloyd Axworthy are suggesting Ottawa consider another, one-time-only amnesty for an estimated 200,000 illegal residents. In the United States, a cottage industry has sprung up, issuing fake rent receipts, parking tickets, and all sorts of papers to establish residency prior to the cutoff date. Advertisements have been spotted in a variety of Third World newspaper offering such documents at exorbitant rates to would-be immigrants who haven't even left their native soil yet.

No one argues here that illegal migration to the United States is not a serious problem demanding serious attention from the Congress and the White House. To date, most immigration matters have been addressed by the judiciary and, if you look from case to case, nothing vaguely resembling a simple, coherent policy emerges. This latest venture is clearly an attempt not to control the immigration problem, but to create a political sense of control.

Simpson-Mazzoli would set policy goals without the support mechanisms needed to achieve them. It would not, for example, increase resource allocations to the INS or its Border Patrol. To appease the Southwest crop lobby, it would introduce temporary worker programmes and in some cases help to subsidize inefficient American industries with cheap, foreign labor. In the arena of foreign policy, it ignores the best interests of American neighbors to the immediate north and south. It would also severely limit access to judicial remedy for suspected aliens.



"Simpson-Mazzoli would replace one set of arbitrary laws with another set of arbitrary laws," says a Mexican-American attorney. "It is also the blueprint for a massive deportation like this country has never seen."

An INS official in Washington confided that the legislation could spell trouble for Canada. "These immigrants come from all over the world. If the government starts arresting illegals, where do you think they'll run to? They're not going to Mexico."

The U.S. Attorney General William French Smith has said that reform of immigration and bankruptcy laws are the most important items on his agenda this year. During a recent meeting with Native American leaders over land claims (another story which comes our way second-hand but is worth passing along), an attorney with one of the tribes told Mr. Smith, "You know, sir, you should be very careful with your immigration laws. I can tell you, because we weren't very careful with ours."

Or, as one well-known population scholar has noted, under Simpson-Mazzoli "the Pilgrims wouldn't have made it".

CAUT conference...6

the development of solidarity or unanimity and that this was helping her in her community actions.

Did her associates see any difference in her behaviour after conference?

At Professor A's suggestion, a colleague who had been involved with her in negotiations both prior to and after the conference was contacted and was asked to comment on any changes which he had noted in her behaviour.

He noted that after the conference she began a process which led to her becoming "more flexible and to speaking in a way that suggested an acceptable solution to the other side". She no longer "confronted with definite statements" that left the other side no room. She had shown "a growth in perspective" and had come to regard immediate solutions as the groundwork for settlements two or three years hence.

While he could not see any improvement in her command of contract language, he was aware that she became better able to manage and to contribute to the process aspects of negotiations — that is, she was able to be assertive at times but to be "laid back" when this was more appropriate.

The 1983 CAUT Collective Bargaining Conference will be held from June 26 to 30th, in Kimberley, Ontario. Pre-registration materials have been distributed to local associations and early returns indicate that attendance will be stronger than ever.

Acknowledgement

Allan Thomas and David Abbey, *Labour Canada's Labour Education Program Second Evaluation: Years Three and Four (1979-1980 1980-1981)* (Toronto: 1982).

Tina Head is a professional officer with the CAUT.

Troubled times...5

Intellectual discipline that they have undergone as graduate students should equip them for a wide gamut of other possible careers, provided only that they are open-minded enough to consider these and not programmed to do nothing but that for which they trained in university.

In short, with all the hardships to which the universities have been subjected in recent years, it is hard to be pessimistic about where they are going when one considers where they have come.

I have responded to the suggestion of the editor that I not fear to be personal or anecdotal since the bit of autobiography will explain why someone who survived, nay enjoyed, Canadian university life in the 'fifties cannot be pessimistic about it in the 'eighties. The perspective of someone who entered the profession in the 'sixties or 'seventies will no doubt be more gloomy. Things will be difficult in our profession until the economic climate improves.

However, society has such a high stake in a flourishing university — indeed, the survival of our complex industrially and agriculturally based civilization demands institutions in which research and teaching will thrive — that I cannot foresee governments allowing attrition to go to the danger point or, even were they tempted to do so, the public permitting it. Ill health of our universities is contrary to enlightened self-interest and, if prolonged, would be tantamount to cultural and economic suicide. I am therefore certain that it can not happen.

However, I've been wrong before.

Commentary...3

is necessary not only because the programs

have not achieved the Cinderella results expected but also because they are costing the public sector too much in a time of fiscal crisis. It is cutback time. Cutback on unemployment insurance. Liquidate the "war" on poverty (it's sad, but the poor will always be with us, after all). Stop massive job re-training programs. Become penny pinching in social assistance programs. Become stingy and unimaginative in response to health and education demands. Initiate no new programs and drag your feet on existing ones. Hunker down and test public opinion. Above all else, offer no positive leadership and adopt a studied stance of benign neglect vis à vis the myriad social problems brought to your attention.

At the same time, initiate cheap ideological campaigns rather than expensive social programs. The advantage is obvious: the appearance of solving problems, of governing, is maintained in the absence of expensive commitments to real social pro-

grams.

Return as much of health care as possible to the home, thus transferring more responsibility to the individual family. Do this in the name of providing more personal, loving and humane care for the patient. Insult guilt in people to go along with this. Don't talk about the implications: that sufficient funds will not be available to provide first quality care, that nursing care will become increasingly the responsibility of the family or that individuals in the family may have to quit jobs to devote their time to the patient. After all, it will save public money.

Refuse to fund day care adequately, ensuring that it will be available mainly to those who can pay. Provide a subsidy to lower-income families which won't cover the real cost of the service or serve as a real incentive to work. This keeps the lid on an expensive social service, and also discourages women from entering the

labour force thus keeping the lid on unemployment figures. Do this in the name of concern for the quality of life for young children. Butress this by encouraging old-fashioned notions about the role of women in the family.

Resurrect the old theme that a university education should be available only to those who can afford it (or to those who are willing to go deeply into debt) since, after all, a university education is really an individual and private benefit the student is receiving. Begin a propaganda campaign against the utility of university education — point to the decline in economic value of the degree, point to the lack of skilled jobs, encourage young people to contemplate trades or technical training instead. Starve the universities of funds by not allowing their operating grants to keep pace with inflation. This forces up tuition fees, lowers the demand for university education, and puts the universities on the defensive, forcing them to cut back. Avoid any discussion of the general purposes, beyond dollars and cents, of a university education. Substitute, instead, an anti-intellectual stance.

Tell the people that rising health costs are due to their own stupid and suicidal lifestyles. Initiate campaigns to convince individuals that they are to blame for their own health problems. Tell them that an apple a day, and judicious exercise, will keep the doctor away. Charge this to preventive health care. Above all, avoid programs which would lead to costly interventions to prevent the diseases of the poor, to cope with the many industrial accidents and diseases caused in the work place, or to mount any general medical/social campaigns with a serious commitment to preventive health care.

As a rule, slowly starve the schools, universities, hospitals, clinics, social agencies, health plans, nursing homes, welfare programs, etc. When those providing the service (or those receiving the service) — teachers, nurses, doctors, civil servants, students, welfare recipients, the unemployed, working mothers, etc. — complain, attack them as greedy and irresponsible. Blame them for the situation. Watch them defend themselves and attack each other. Then intervene as the benign arbiter committed to solving the problem through reason and compromise.

Do all this in the context of the people's real fears of a long-term economic crisis — fears which you judiciously orchestrate — and you have a political formula for successfully eliminating, or at least eroding, many of the post-war gains in social, health and education programming.

The problem we face in the universities is also faced by many others on the front lines of all social, educational and health services. Wherever we are, we must resist these trends and expose the deceit and manipulation of governments in dismantling the modest gains made after two generations of struggle.

For the university, the questions to the public are clear:

Should the university be used as an instrument of economic policy, as a centre of technical job-training? Or should it be used as a centre of broad, general education and scholarship?

Should the university, funded by all taxpayers in a regressive tax system, become again the preserve of the top income earners? Or should we remain committed to the goal, toward which we made some modest gains in the 1960s, of increasing accessibility to university regardless of ability to pay?

How those questions are answered will determine the future of the university.

To those who suggest I am engaging in special pleading — I plead guilty. I like my job and I have my job because the doors of the universities in Canada were opened to my generation in the 1960s.

My pleading may be special, but it is no more special than that of the businessman who wants to turn the university into his personal employment service and a glorified, elite, nearly private high school for his children.



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As the activities of administrations enlarge, more and more people develop a vested interest in the continuation and expansion of administrative functions. People who have special titles, salaries and offices do not like to lose them; those who are habituated to certain skills and activities do not welcome change; those who have become accustomed to the exercise of a certain kind of power do not like to relinquish their control — if anything they want to develop greater power and correspondingly greater prestige. Thus administrative offices and activities once created, in turn institute drives, not only to fortify themselves against assault, but to enlarge the scope of their operations.¹

Assuming that administrations do have some necessary role in a University, where do we draw the line between administrative functions that are required and administrative offices and expenses that are not?

Despite the fact that universities are one of the most heavily administered professional bodies in our society, this question has remained strangely unanswered. While senior and administrative offices and methods have remained relatively unscathed by the last eight years of University cutbacks, and while academic departments have, during the same period, suffered the most severe and continuous reduction of their direct teaching and research functions in the history of higher education, scarcely anything has been said about the necessity to distinguish between essential and inessential administrative costs. Indeed, much of this very cutback has resulted in increased administration expenditures on more administrative positions, committees, and inter-University units and organizations to impose still further reductions on the University's directly productive teaching and research activities.

The term administrations employ both within and without the University to justify their growth in times of productive-function cutback is "rationalization". The general pattern here is to expend considerable finances and senior faculty/administrator time on a new generation of committees both within and without the University. These committees then recommend, if government funding continues to decline, elimination or cutback of academic departments, reduction of faculty numbers, and/or lower student enrolments. At the same time, they promote their own continued or expanded existence, the introduction of new techniques and systems of management and "development", and the formation of additional administrative units to amalgamate and manage thus "rationalized" universities.²

The University risks a slow death by attrition of its academic resources, with no prior effort being made at trimming back its unproductive bureaucratic superstructure. Presidents, for example, are now talking of a "leaner" University system (i.e., fewer faculty and students), while not significantly reducing their own considerable salaries, offices, perquisites and discretionary expenditures.

James Ham, former President of the University of Toronto, has said: "There is no inherent reason... why the University should sustain into the future the total pattern of intellectual diversity that it has acquired during the massive expansion of the sixties... The University must become an intellectually leaner and tougher place."³ Ham's views have been echoed by other university presidents, for example, Donald Forster of the University of Guelph: "Maintaining quality in our universities will mean a smaller, less accessible system with higher fees... smaller and leaner."⁴

But leaner for whom? In Quebec, where at least some track seems kept of administrative versus academic personnel and expenditures, the full-time equivalent of teacher-researchers increased 21 percent

Professor McMurtry is with the Department of Philosophy at the University of Guelph.

Why have the teaching and research functions of the University suffered full-scale attrition while unnecessary bureaucratic structures have expanded in times of crushing financial cutback?

Boom at the top

by John McMurtry



Murray Long

between 1971-1979 while "professionals-administrators" increased by 50 percent? These figures do not show the still further basic pattern over recent years of systematically reducing faculty, but not administrative, positions to part-time or seasonal status, a reduction of the teaching-research function to more or less complete academic insecurity and dependence on administrative fiat.

This chipping away at the University's productive base while maintaining its upper ranks and revenues intact needs to be reversed before it irreparably distorts the structure of higher education in Canada.

Productive versus unproductive expenditures in the university

Suppose we define *productive* here as whatever is essential to the fulfilment of the statutory objectives of the University, namely, to *advance and to disseminate learning*.

Under this criterion it is certain that the University's primary functions of teaching and research qualify as "productive". They, and they alone, directly fulfil the

University's constitutional goals and the statutory mandate for which it is publicly funded. On the other hand, myriad "support services" and "responsibility allowances" which are not themselves essential to the direct teaching of students or citizens, or to the direct advancement of research, are less clearly productive.

Consider the following expenditures. They are together expensive and ubiquitous in the University's operations. But is *any* of them essential to teaching, learning and research?

□ Special additional salaries as well as staff, housing, automobile, travel, food and drink perquisites to faculty in non-teaching administrative roles (eg. Presidents, Vice Presidents, Directors, and Deans).

□ Non-academic administrative positions, activities and offices not directly enabling the University's resource maintenance, account-keeping, or academic records (eg. student-affairs, information, publications and alumni-department bureaucracies).

□ Continuous academic-committee granting and withholding of rank-titles and per-

manent money-awards to and from faculty members doing the same work.

□ No ceiling upper-level academic and support-staff salaries that do not reflect special job-competence, but time of original hiring.

□ Campus police and fire forces in publicly serviceable and already security-guarded premises.

Though these expenditures constitute a large portion of the University's currently straitened budgets, none is essential to its educational mission. Why, then, have the primary functions of the University suffered full-scale attrition, while these unnecessary bureaucratic installations have remained *presupposed* in times of crushing financial cutback?

The problem is that the very group responsible for reducing or eliminating these inessential structures and expenditures is the same group which has implemented and benefited from them in the first place: university administrations.

This creates a serious predicament for both the public and the University's primary producers. Both are being deprived of ever diminishing higher educational resources by the cutback on directly productive functions before unproductive ones. At the same time, those whose interests lie in the non-productive expenditures maintain exclusive control over the agenda and the data-bases of final budget decisions.

In other words, there is a hidden conflict of interest in University budget management. The whole process of allocation of University funds is and has been directed, managed and executed by those who are the main recipients and beneficiaries of non-productive pay-outs. The result has been that very little or none of the non-teaching and non-research expenditures previously referred to has been seriously touched in University cutbacks. This is because the primary producers of the University — the front-line of teachers and researchers — are in general accountable to the administrative hierarchy, and the administrative hierarchy accountable to no-one in the search for cost-cutting measures.⁶

Consequently, no senior University administrator has yet been required to freeze or reduce his salary, expenditures, personal offices or perquisites. In fact, University administrations have been even more reluctant than corporate administrations to discipline the salaries of senior management in these economic hard-times. While such Canadian corporations as MacMillan-Bloedel and Argus-Dominion publicly announced freezes on all executive salaries in 1982, no University administration has yet elected to implement such a measure.

Nor has there been any reduction of very costly rank-and-rating control of academics. In 1978, for example, the Arts Faculty Council of the University of Manitoba voted to abolish professorial ranks on the grounds of the high costs in time its processes demanded for an educationally unnecessary practice. The University administration, on the recommendation of its Deans' Council, refused to entertain further action on the matter.⁷

In the same year, at the University of Guelph, a University report found that "over 70 percent of those polled felt that the present (merit) system either discouraged or did nothing to promote academic excellence" and that there was "an overwhelming feeling on the part of faculty that the present system has had a deleterious effect on both morale and academic excellence within the departments of the University".⁸ Subsequent to this report, no action was taken by the University administration to reduce the costs in time or expenditure on imposed ranking or merit practices.

Finally, there has been no policy calling for ubiquitous administrative "supervisory" and catch-22 costs in the university to be cut back before hard-core scholarly ones. There is a law of professional administrator motivation and being that demonstrates the problem here: *salary, security and status are in direct proportion to the size of the budget controlled and the*

number of people supervised.

On the other hand, while these non-academic expenditures have been kept more or less unmentioned as possible areas of cost-reduction, full-scale attrition of entire academic departments has been implemented. The increasing exploitation of untenured scholars for \$3,000 a course, or less, has been systemized as a major sector of the University's productive functions and the next generation of scholars in almost every field has been effectively decimated or eliminated by a policy of non-replacement of faculty.

While expenditures on title-payments, dossiers, point-scoring, enforcement mechanisms and bureaucratic powers, offices, jurisdictions and committees have remained relatively undiminished, or have actually grown, the number of full-time academic positions has been steadily and dramatically declining. As for those faculty who might otherwise resist all this, the message is not lost on them that it is in the direction of acceptance that the path of "career advancement" lies. All this seems sadly ironic in a profession where the essential autonomy of the faculty scholar makes administrative management basically unnecessary and inimical to academic freedom.

How far the overall shift from academic to administrative orientation has already gone in the University is difficult to quantify. The figures for establishing the real extent of such expenditures are in the hands of administrators, and have not been available even to faculty associations.

The Social Pattern

In general, this infrastructural drift of the University body towards relatively more and more time and resources being given to hidden and overt administration, and correspondingly less and less to actual research and teaching, is part of a wider social-disease pattern. As with biological-disease patterns, it advances by resource-consuming, unproductive elements remaining unrecognized as such by the body's survey mechanisms.

In the rapid public sector growth of recent decades, administrations almost everywhere have grown disproportionately large (for example, from two secretaries and a nun in one office to two floors of of-

fices in one Toronto hospital in under ten years), with no mechanisms in place to monitor or to prevent this nonproductive growth. This is because public-sector administrators — which misconceive of themselves in their expanding literature as akin to profit-sector "management" — hold all the purse-strings, and have been so far indisposed to question their own financial control or to open their books to direct producer scrutiny.

Indeed, this drift on the part of the University may be tied in with the growing interlock between University upper-administrators and their executive counterparts in large business corporations. This interlock is normally institutionalized at the board-of-governors level and has advanced in the current crisis by the increasing contracting-out of the University's research functions to private corporations and by the growing consensus of administrators and businessmen that the University in the traditional sense must become "more attuned to business needs."

Current signs of this corporate-administrator alliance are the shift of University programs from traditional subjects like philosophy and literature to commerce and administration training (up in enrolments by 87 percent between 1977 and 1981 in Ontario), the growing subordination of the University's research-and-education concerns to business and market demands and the increasing conceptualization of the University as a private corporation spearheaded by administrative "managers" and "entrepreneurs".

In some jurisdictions, the problem of administrative growth has become one of cancerous proportions: indefinitely

duplicating, higher consuming, unproductive cells of administration inexorably taking over the sustenance of the productive body itself. That is why we are learning to ask of large-scale organizations "how much they spend on administration", and why we have become so suspicious of "big bureaucracies" as a whole. Administrative "empires" can become dominant and so expend the funds they control that the front-line work of actually touching and treating patients, or advancing and disseminating learning, or whatever the mandated objective of the organization is, fails to get the replacement bodies and resources it requires to reproduce itself.

There are two main obstacles within the University to meeting the problem. The first is that it remains officially unrecognized. The second is that the University is institutionally divided against itself. Forever recurring rank-and-rating divisions, tenured and non-tenured splits within the research-and-teaching faculty, along with separate and budget-ruling administration above, have made the University a little like the military in its juvenilia of other sides and class divisions.¹⁰

Perhaps the present problem of the University in receiving the widely active support it deserves in the face of disabling government cutbacks, is due to a broadly held if inarticulate suspicion that the Universities are not yet sufficiently disciplined by the learning objectives for which they are funded. Their ascendant and governing members continue, it seems, to be more respectful of established ranks and offices, privileges and upper-level salaries in their budget trimmings and cuts than they

are of the productive body itself of researchers and teachers.

What is required to reverse this pattern is a policy of open-book budgeting and a logic of top-down cuts. If faculty associations do not effectively insist on this development of responsible university government, they will probably continue to face an unsympathetic audience in the larger political battle for adequate university funding.

Footnotes

1. This passage is an adaptation of a sociohistorical "Law" proposed by Carl Hempel in his classic article, "The Function of General Laws in History", (*Theories of History*, ed. Patrick Gardiner, Glencoe Illinois: The Free Press, 1960, p. 349).

2. See, for example, *Squeezing the Triangle*, Review 1978-79 to 1981-82, Council of Ontario Universities, 1982, pp. 27-28, 38-47.

3. James Ham, A Strategic Assessment, *The Graduate*, November - December, 1982, p. 10-13.

4. "Hopeful signs in lean times", *Guelph University News Bulletin*, 82.06.24, p. 1.

5. See "Quebec" by Michel Croteau *CAUT Bulletin*, Special Edition, 1982, p. 12.

6. It is of interest that in state-socialist societies, where administrative growth and control in Universities is probably at a more advanced stage than here, Poland's Universities Statute, prepared under Solidarity pressure, freed the faculty to directly elect their own presidents, deans and department heads. (See "Poles Apart" by Daniel Stone, *CAUT Bulletin*, April 1982, p. 3).

7. I am indebted to Dr. F.G. Strambrook, then Dean of Arts at the University of Manitoba, for this information.

8. Report of the Special Committee to Study Merit, University of Guelph, 1978, pp. 1 and 4).

9. See for example, "The Politics of Ontario Universities" by Paul Axelrod, *Canadian Forum*, April 1982, pp. 24-27; "Academic Administrator Development", *University Education News*, June 1982, pp. 2 and 8, "University Funding and Fiscal Federalism", *CAUT Bulletin*, May 1982, p. 22; and "The campus where Computer is king", *The Globe and Mail*, Sept. 27, 1982, p. 7.

10. Consider in this connection recent developments of ties between Canadian university administrators and the administrators of militarily "reorganized" universities in Latin America (See Jorge Nef and Liisa North, "Academic Repression in Latin America: The Canadian Connection", *CAUT Bulletin*, October 1982, pp. 15-16), as well as ties between the "academic aristocracies" of universities and massive faculty cutbacks (See Uli Schmetzer, "Italian professors angry at failing exams", *CAUT Bulletin*, May 1982, p. 10).

How to recognize an administrator

- Does not perform primary functions of the institution
- Receives special money allowances and perquisites not accessible to those performing primary functions
- Holds data base and signing authority for expenditures of the institution

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Whereas recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world. *Whereas*, disregard, and contempt for human rights have resulted in barbarous acts which have outraged the conscience of mankind, and the advent of a world in which human beings shall enjoy freedom of speech and belief and freedom from fear and want has been proclaimed as the highest aspiration of the common people. *Whereas* it is essential, if man is not to be compelled to have recourse, as a last resort, to rebellion against tyranny and oppression, that human rights should be protected by the rule of the law. *Whereas* it is



Democracy crumbles as Kenya is drawn into superpower geopolitics

Kenyan academics, students victims of government purge

by James Reid

The University of Nairobi, the hub of the higher education system in Kenya, faces a precarious future.

Following the August 1982 coup attempt launched by sections of the Kenya Air Force against the one-party rule of President Daniel arap Moi, the University was the victim of a major assault by government forces. Accusing faculty and students of complicity in the abortive coup, the government of Kenya unleashed the Army on the University. Hundreds of students were gunned down or savagely beaten with rifle butts. Some female students were gang raped and male students beaten in a room to room search of student dormitories. The official death toll has been reported to be 50, but the real figure is probably higher than that.

In the weeks following the coup attempt, hundreds of students and dozens of lecturers were arrested. Some of the students were brought to trial on charges of sedition. Many were tortured.

Immediately following the coup attempt, the University of Nairobi was closed down. In a public speech shortly afterwards, President Moi announced that "the university must first be dissolved before it can be reopened." In November a "visiting and inspection committee" was appointed by the President to "restructure" the University. The committee has not yet completed its investigations.

Although the University has officially been closed since August, students and staff were recalled on March 1 to complete the 1982 academic year. In February, 61 of the 69 students on trial for sedition were pardoned by the President and have been released. However, there are no indications that similar clemency will be extended to detained or imprisoned university lecturers or to students already sentenced, and the situation in Kenya remains tense. The President is now accompanied at all times by a heavy escort, and several coup rumours have been rife in Nairobi in recent weeks. These have been denounced vigorously by the government.

Why does the government of Kenya feel such hostility and distrust toward the University? Why has it taken such extreme measures to bring the academic community to its knees? To understand the threatening situation in which the University now finds itself, one must first understand the origins of the present widespread unrest in Kenya. One must also be aware of Kenya's rapidly growing significance in the international community and the pressure this newly acquired status is placing on the Kenyan government.

Dr. Reid is presently with the Department of Physics at Simon Fraser University. He returned to Canada from Kenya in August 1982 where he was a lecturer in the Physics Department at the University of Nairobi for three years.

This is the tenth in a series of articles appearing in the Bulletin dealing with major issues relating to human rights and academic freedom. The articles focus on a number of countries with widely differing political, economic and social systems.

An extraordinary feature of the political events of the last year in Kenya is their apparent failure to attract the attention of the Western, and especially the North American, press. This is not because Western governments have little interest in Kenya, but rather the reverse.

Western journalists resident in Kenya have a long record of extensive self-censorship on Kenya affairs, a fact of considerable convenience to both the Kenya government and its allies. The United States, Great Britain, West Germany, Canada, Japan and Israel, for example, have important business interests in Kenya that they wish to protect. Moreover, the U.K., and increasingly the U.S., have strong strategic interests there. It would not be to the advantage of either Western

governments or the present government of Kenya if probing publicity were given to the recent tragic events.

On the occasion of a visit to Kenya last fall of Charles Wick, the Director of the United States Information Agency, President Moi specifically requested the agency to ensure that the U.S. press give Kenya a favourable image. (*Daily Nation*, November 5, 1982.)

Kenya's present ties to the West, and particularly to the U.S., date back several years.

In early 1980 when Kenya was in the throes of a desperate food shortage (induced by corruption in high places rather than the result of natural disasters), President Moi travelled to the U.S. seeking aid. At this moment of weakness, Kenya made a

secret agreement¹ allowing the U.S. to build military bases in the country. In 1981 the American Secretary of Defense announced that over U.S. \$1.5 billion was to be spent on military base installations in Kenya, Egypt, Oman and Somalia. Kenya was designated the largest recipient.

As a result of the agreement, Kenya is now a beehive of military-related activity. The U.S. is presently dredging and widening Mombasa harbour to prepare for reception of its nuclear carriers Nimitz and Constellation, at a cost of U.S. \$50 million. Mombasa airport has been enlarged to accommodate U.S. heavy bombers, and inland at Mariakani large underground structures are being built, possibly for the storage of nuclear weapons. Large numbers of U.S. military personnel are now present at Embakasi near Nairobi, and at the Nanyuki Air Force barracks, and they play an increasing role in the training of the Kenyan armed forces.

In 1981 Kenya received U.S. \$50 million in U.S. military credits, most of which went to the Air Force. The negative social impact of up to 5,000 off-duty American sailors amusing themselves in Mombasa has



Tom McDonald



essential to promote the development of friendly relations between nations. Whereas the peoples of the United Nations have in the Charter reaffirmed their faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women and have determined to promote social progress and better standards of life in larger freedom. Whereas Member States have pledged themselves to achieve, in co-operation with the United Nations, the promotion of universal respect for and observance of human rights and fundamental freedoms. Whereas a common understanding of these rights and freedoms is of the greatest importance for the full realization of this pledge. Now therefore, THE GENERAL



already been considerable. Kenyans were enraged by the notorious Sundstrom case, in which a young U.S. seaman, convicted of the murder of a local prostitute, was bound over for the paltry sum of \$500 (U.S. \$50) to keep the peace. It is estimated that there are presently 15,000 U.S. marines in Kenya. Together with the 4,000 British troops stationed at Nanyuki, this means that foreign forces now outnumber the total of the Kenyan armed forces of approximately 15,000.

Along with Diego Garcia and the Omani island of Masirah, Kenya provides the U.S. with bases for its Rapid Deployment Force for the Indian Ocean and the Middle East. In the light of these facts, it is perhaps understandable, though reprehensible, that the West appears willing to continue supporting a government that is increasingly unpopular and repressive. In response to a call for help after last year's coup debacle, the U.S. granted Kenya U.S. \$50 million for FY1983, while the British granted £30 million. What bearing does all this have on the recent unfolding of repression in Kenya?

Kenya's increasingly pro-Western stance has undermined its stated policy of non-alignment, and led to its isolation in the

community of left-leaning African states. It is often cited as a classic example of a British neo-colony undergoing transition into an American client-state. The government is well aware that its recent policies are not popular in the country, and is using detention without trial and other repressive measures to silence critics. Suspecting that the granting of military bases to the U.S. would arouse heated opposition in Kenya, the government insisted on a secret agreement. When questions were raised in parliament on the issue, the government declined to comment.

The government was acutely embarrassed in April last year when an outspoken veteran politician, Oginga Odinga, taking full advantage of the open discussion of the matter in the U.S. Congress, greeted Richard White, Head of the delegation for the House of Representatives Armed Services Committee, on his arrival in Kenya with an open letter detailing many objections to U.S. military bases on Kenyan soil.¹ This letter was also signed by George Anyona, former M.P. and friend of Oginga Odinga. Can it be mere coincidence that Anyona was the second person to be detained indefinitely without trial in the government crackdown last summer? His deten-

tion order was signed on May 31. Oginga Odinga has been under house arrest since November last year and had his passport lifted by the government in May.

It is noteworthy that together with the question of massive corruption in high places, the issue of U.S. bases is also raised in two underground publications which gained some currency in Kenya last year, namely *Cheche* (Spark)² and *Pambana* (Struggle).³ These attracted the violent opposition of the government and were derided as "highly seditious". On July 20 last year, the agricultural journalist Wang'ondwa Kariuki was sentenced to four and a half years for the alleged possession of *Pambana*. He claimed that he had been tortured during interrogation, and that *Pambana* had been planted in his house by the security police. We shall return to this case later.

Of course, repression is nothing new in the history of Kenya. President Moi's government hardly has a unique claim to distinction in this respect. One merely has to recall the brutal record of the colonial period culminating in the trauma of the 1952 Mau Mau struggle for independence. Some estimate that as many as 100,000 Kenyans were killed in that decade. Officially, 1,000 were executed by the British colonialists and 400 died in detention camps. During the rule of Jomo Kenyatta which lasted from independence in 1963 to his death in 1978, there were a number of cases of government instigated political assassinations. Particularly significant were the murders of Tom Mboya in 1969, and J.M. Kariuki⁴ on March 2, 1975, a date commemorated annually by the students of the University of Nairobi. Furthermore, during this period there were many political detainees, one of which, Wasonga Sijeyo, was held for a decade. Both George Anyona and East Africa's leading writer, Ngugi wa Thiong'o⁵ were detained in this period. Anyona is again in detention, and Ngugi is in exile in London. He would certainly be arrested and possibly killed if he returned to Kenya under present circumstances.

When Moi came to power following the death of Kenyatta, there were encouraging signs of a new liberal era in the making. Moi released all political detainees in a move that gained him much popularity. Even the university students demonstrated enthusiastically in his favour, and a philosophy of Peace, Love and Unity was proclaimed. Until May 29 last year, Kenya had the distinction of being the only African state without a political prisoner. The country spent a generous portion of its budget (30 percent) on education, relatively little on its armed forces which totalled only 15,000, and pursued a liberal foreign policy. Its press was one of the most free and lively in Africa. In the years following independence, Kenya enjoyed an enviable record of stability and steady development, was much favoured by Western governments, and received a great variety of aid and development funds. For example, Kenya ranks number seven of Canada's foreign aid recipients. Approximately 20 percent of Kenya's annual budget is foreign aid. The country was also a favourite of tourists. It was self-sufficient in food and exported maize to other countries in Africa. Although a *de facto* one party state, its ruling party KANU tolerated a wide spectrum of political opinion ranging from the very conservative, pinstripe anglophile, the Honourable Charles Njonjo, to the lively and populist Koigi wa Wamware (MP for Nakuru North) and James Orengo (MP for Ugenya).

Since last summer, things have changed drastically. Wamware was detained on August 6, Orengo has disappeared, the

press is securely muzzled. What went wrong?

The fact is that Kenya's bright image had concealed many shadows. The proliferation and intensification of the social, political and economic contradictions inherent in the process of development, hastened by the panic-induced repressive measures of the government finally brought the country to explosion point last summer. The result was a tragic, self-defeating coup attempt in which thousands died, followed by further panic and blind repression. Meanwhile the fundamental problems remain unaddressed, and the economy is in a shambles. In December Kenya was obliged by the IMF to devalue its currency by 15 percent, the second devaluation in a year.

It is generally agreed⁶ that Kenya's development since independence has been lopsided, enriching a small ruling class and its foreign backers, while the vast mass of the population sinks deeper and deeper into poverty. This is the insistent theme in *Pambana*,⁷ in *Cheche*⁸ and in Ngugi's recent novels⁹ and was strongly emphasized by Oginga Odinga in his talks with British members of Parliament in London last spring. In addition there is massive corruption at all levels: *Pambana* even lists Presidential corruption. There has been extensive theft of the peasants' investments in farming cooperatives and land buying companies by highly placed officials. These facts are so evident and widely known in Kenya that the government, unable or unwilling to tackle the problem, has opted instead for countrywide repression to silence complaints from an angry populace. It has been especially vulnerable to criticism from intellectuals, which is why the University has suffered so much recently at the hands of the government. But the repression has occurred on all fronts: political, cultural, economic, judicial and intellectual.

Ngugi wa Thiong'o is East Africa's leading writer. He was also Professor and Chairman of the Department of Literature at the University of Nairobi. After Ngugi was released from detention by President Moi in 1978, he campaigned to be reinstated in the University. He was supported in his application for reinstatement by the University Staff Union (USU). In mid July 1980, the USU gave the University Council an August 1 deadline for a decision on Ngugi's case. Earlier in July, Moi had startled many Kenyans by stating that ex-detainees would be the *last* to be considered for jobs. Suddenly, on July 20 at a wedding reception Moi announced the simultaneous banning of the USU and the Union of Kenya Civil Servants which had more than a million members. He claimed that these two unions had become too political. This high-handed action was received in stunned silence. Ngugi was never rehired by the University. The unsavoury details of this episode are given in "Detained" by Ngugi.¹ It is interesting that at the time of the banning the secretary-general of the USU was Willy Mutunga, a Lecturer in law. Mutunga was arrested in June 1982, and detained just after the coup attempt in August.

Over the years, especially under the influence of Charles Njonjo, formerly Attorney General, now Minister of Constitutional Affairs, the judicial system in Kenya has become an instrument of political repression. One may speak of the "politics of justice" and of the "criminalisation of politics", as has been amply justified by the careful analysis of S. Guttorf and O. Ooko-Ombaka, lecturers in the law department at the University.¹⁰

The case of Waruru Kanja, former M.P. for Nyeri, is a particularly clear example of this process. In 1980 in parliament, Kanja accused Charles Njonjo and G.G. Kariuki, then Minister of State, of abuse of office,

Centre de recherches pour le développement international



Le Centre de recherches pour le développement international (CRDI), est une société créée par le Parlement du Canada dans le but de subventionner des recherches visant à adapter la science et la technologie aux besoins des pays en développement. Le Centre recherche présentement un(e):

ADMINISTRATEUR (TRICE) DE PROGRAMME REGIONAL (E) RECHERCHE SUR LA POPULATION ET LE DEVELOPPEMENT AMERIQUE LATINE

L'Administrateur(trice) de programme travaillera au bureau régional du CRDI pour l'Amérique latine (Bogotá, Colombie) après une période d'orientation et d'information d'environ six mois au Siège social à Ottawa.

L'Administrateur(trice) de programme doit être au courant des recherches dans au moins un des domaines suivants: mobilité de la main-d'œuvre et migration; politiques sur la santé et programmes sur la morbidité et la mortalité; ménages et fécondité; et autres sujets connexes.

En collaboration avec le personnel de programme à Ottawa, l'Administrateur(trice) de programme:

- déterminera les priorités de la recherche sur la population en Amérique latine par l'entremise de contacts avec les responsables de centres régionaux de recherche sociale et de programmes gouvernementaux;
- définira, examinera et évaluera les propositions de recherche;
- se chargera de l'élaboration et de la mise en œuvre de certains projets de recherche par de fréquentes visites sur le terrain et par la rédaction de lettres;
- examinera la littérature sur les recherches, assistera à des réunions de professionnels; organisera des ateliers d'élaboration de projets; rédigera des documents et aura des contacts suivis avec les professionnels des universités et des collectivités d'aide.

ECHELLE DE SALAIRE: 32,100\$/39,300\$ (Can.) par année.

COMPETENCES:

- doctorat ou l'équivalent dans une science sociale.
- expérience en recherches sur la population et le développement en Amérique latine.
- capacité de communiquer de manière efficace et avec tact.
- créativité et imagination.
- aptitudes administratives et capacité de résoudre des problèmes.
- capacité essentielle de parler couramment l'espagnol et connaissance du portugais serait utile.

Les demandes doivent être déposées le 31 mai, 1983 au plus tard et adressées à la Division des ressources humaines, CRDI, B.P. 8500, Ottawa (Ontario) K1G 3H9.



ASSEMBLY proclaims This Universal Declaration of Human Rights as a common standard of achievement for all peoples and all nations, to the end that every individual and every organ of society, keeping this Declaration constantly in mind, shall strive by teaching and education to promote respect for these rights and freedoms and by progressive measures, national and international, to secure their universal and effective recognition and observance, both among the peoples of Member States themselves and among the peoples of territories under their jurisdiction. *Article 1:* All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.



and also claimed that Njonjo was plotting to assassinate him. Kanja was subsequently removed from his post as assistant Minister and later arrested. On September 24, 1981, he was convicted of contravening the Exchange Control Act by retaining in his possession U.S. \$2,560 and £5. He was given an unprecedented three year sentence, which, on appeal, was reduced to one year. This, by Kenyan law was enough to cause him to lose his seat (actually six months would have sufficed), thus removing him from power and leading to a hotly contested byelection in Nyeri. Previously such cases, some of which had involved much larger sums, led merely to a fine. The custodial sentence was unprecedented, and its duration made manifest the political intention behind the entire process of law.

Perhaps the most significant recent example of overt cultural repression is the destruction by the government of the famous Kamirithu Centre near Limuru. A detailed account of the history and unique importance of this centre has been given by Ross Kidd, a doctoral student at the University of Toronto.⁹ Initiated in 1976 by Ngugi wa Thiong'o, its full name is the Kamirithu Community Educational and Cultural Centre (KCECC) and it is entirely owned and controlled by the peasants and workers of the area. The Centre first ran afoul of the government under the Kenyatta regime in 1977 when its first drama, "Ngaahika Ndeenda" ("I will marry when I want") — a community production in which over 200 villagers took part — was stopped and Ngugi sent into detention.¹⁰ In 1981 work was started on a new play "Maitu Njugira" ("Mother, sing to me") which dealt with peasant life in colonial times. KCECC tried to get permission to perform this play in the National Theatre in Nairobi. Despite its name, the National Theatre serves mainly as the venue for non-Kenyan plays and caters to expatriates and tourists. After many delays, in February, 1982 the Kamirithu players decided to show up at the National Theatre anyway. They were met with locked doors and armed police. Rehearsals were switched to the nearby University where they managed to perform ten nights to a packed hall of over 1,000 people each night. Then the University, acting on government orders, closed them down. Attempts to take the play to Zimbabwe, at the invitation of the Zimbabwean government, also foundered. A few days later, KCECC's license was withdrawn and the Centre's large amphitheatre, constructed at great expense of time and labour by the villagers, was razed to the ground by police with bulldozers.¹¹ Ngugi went into exile and lives presently in London. He is the only Kenyan author with a truly international reputation.

The case of Wang'ondut wa Kariuki, alluded to earlier has interesting links with the Kanja case and is a similar example of "political" justice. On May 15 the agricultural journalist was arrested by the police and taken to C.I.D. headquarters. In January Kariuki had been one of the candidates in the Nyeri byelection caused by the jailing of Waruru Kanja described earlier. He was known to Kanja personally and a supporter of his. Kariuki's trial was put off several times, but finally on July 19 he was sentenced to four and a half years for possession of *Pambana*. Several other documents were produced in court including, interestingly, one entitled "Staff dissatisfaction at the University of Nairobi." The Chief Magistrate, Abdul Rauf, refused to quote from *Pambana*, although it was crucial to establish that *Pambana* was indeed seditious. In other words, the court had to accept in *pure faith* that the crucial document was as dangerous as the State alleged. At that time, *Pambana*

was not available, but it has since been reissued in London¹² so people may now judge for themselves.

The arrest of Kariuki was the beginning of subsequent repressive actions by the government last summer aimed clearly at suppressing dissent at the University and throughout the country. Toward the end of May, matters began to move with hypnotic speed. An extraordinary millennial feeling of "what next?" began to take hold. Newspaper sales climbed, rumours swarmed like bees.

On May 29, Stephen Muriithi, former Deputy Director of Intelligence and business partner of President Moi's, was detained. His case appears to be one of factional politics and seems to be unrelated to the broader question of intellectual freedom. On May 31 George Anyona, former M.P. for Kitutu East and friend of Oginga Odinga, was detained. In addition to signing the memo on U.S. military bases, Anyona had called a press conference to announce the formation of an alternative political party in Kenya, at that time a quite legitimate action under the constitution. But on June 9, in a 20 minute sitting at which no murmur of protest was uttered, the constitution of Kenya was changed to make the country a *de jure* one-party state.

On June 3, Maina wa Kinyatti, senior lecturer in history at Kenyatta University College was arrested. He was not brought to trial until October when he received six years for possession of seditious literature. His case is especially significant, so we shall return to it later. Also arrested on June 3 was John Khaminwa, member of the Law Society of Kenya and an advocate of the High Court of Kenya. Khaminwa was detained on June 4. It was an event which sent shudders through Kenya's legal establishment. Khaminwa had represented both Muriithi and Anyona and was a well-known lawyer who kept strictly out of politics. As a result of his detention, those later arrested in the continuing government crackdown would find it hard to get legal representation.

On June 7, Kamoje Wachiira, Lecturer in Geography at KUC was arrested. He was released on June 12, then *re-arrested* on June 28 and detained July 13. Also arrested on June 7 was Al-Amin Mazrui, Lecturer in Linguistics at KUC. He was held incommunicado and detained June 22. His case has caused grave international concern since he is asthmatic, suffers from high blood pressure and has a heart complaint. In November there were rumours in Kenya of his death in detention which were officially denied, but relatives have not seen him since his arrest. On June 10 Edward Oyugi, Lecturer in Psychology at KUC was arrested and held incommunicado for 33 days until his detention on July 13. Also arrested on June 10 was Willy Mutunga, Lecturer in Commercial Law at the University of Nairobi. He was held until after the coup attempt and detained on August 6. Mutunga had been active in the various University staff associations and is an advocate of the High Court of Kenya. On June 16 Mukaru Ng'ang'a, Lecturer at the Institute of African Studies was arrested and detained on June 22.

These arrests and detentions had an extremely demoralizing effect on the University community. Many lecturers resigned, some even fleeing the country. There was a let-up on the arrests in July, but the country remained extremely tense. In late July, George Githui, Chief Editor of the Standard, wrote an editorial attacking the practice of detention, and defending the university community. He was fired the next day by the board of the Lornho-owned newspaper, who printed an apology to the government. There was a savage, hysterical

debate in parliament in which Githui was denounced and recommended for detention. His passport was confiscated by the government but he remains undetained. For several weeks in July, there had been circulating in some quarters, rumours of coup d'état. In the early hours of August 1 an attempt to topple the government was made by the Kenya Air Force, initially, it seems with some support from the Army. Later the Army and G.S.U. moved in to crush the Air Force and also shot many looters and some students. In the weeks after the coup attempt, the entire Air Force was arrested, and hundreds of others including students were also held.

The Air Force had numbered about 2,800. In the weeks after the coup attempt, about 500 were screened and released. In the following five months the remaining personnel were either court-martialled or released. By March this year about 900 had received sentences of up to 25 years and 11 had been sentenced to death. At the end of February, President Moi ordered a further 400 to be released. From this we can make an estimate of the number of Air Force killed during the fighting, or subsequently. Allowing for a few hundred who may have escaped arrest, it seems that not less than

800 Air Force men must have died. It is important to set this figure against the government figure of 129 *total* dead issued in an official statement on December 16. The discrepancy is so great, that it is clear the government is trying to conceal the seriousness of the coup attempt. It is also apparent that a number of students were killed, although this is now denied. Nancy Murray, former Lecturer in History at K.U.C., who has been very active in arousing concern over the fate of the students and university, interviewed an eyewitness to the machine gunning by the Army of a busload of students. The witness counted 35 dead.

One of the most significant political trials to occur after August, was that of Maina wa Kinyatti on October 18. A description of this and its historical significance was given in the *Guardian* by Victoria Britain.¹⁰ Kinyatti is the leading historian of the Mau Mau period and has edited a collection of Mau Mau freedom songs.¹¹ Letters from him smuggled out of jail, reveal the kind of inhuman and degrading treatment which lecturers, students and others detained by the regime have to suffer. Several quotes will suffice to convey the horrors of detention.



International Development Research Centre

The International Development Research Centre (IDRC) is a public corporation created by the Parliament of Canada to support research designed to adapt science and technology to the needs of developing countries. The Centre is presently recruiting a

REGIONAL PROGRAM OFFICER POPULATION AND DEVELOPMENT RESEARCH LATIN AMERICA

The Program Officer will be located in IDRC's Regional Office for Latin America (Bogota, Colombia) after an initial orientation of approximately six months in the main office in Ottawa.

The Program Officer will be familiar with research in one or more of the following areas: labour force mobility and migration; health policies and programs in relation to morbidity and mortality; household formation and fertility; and other related topics.

In collaboration with the Ottawa program staff, the Officer will:

- identify population research priorities in Latin America through contact with regional social research centres and government programs;
- identify, review and assess research proposals;
- be responsible, through frequent field visits and correspondence, for the development and implementation of specific research projects;
- review research literature, attend professional meetings, organize project development workshops, prepare papers and maintain extensive contacts with professionals in academic and donor communities.

EMPLOYMENT RANGE: \$32,100-\$39,300 (Cdn.) per year.

QUALIFICATIONS:

- Ph.D. or equivalent in a social science discipline
- research experience in population and development in Latin America.
- ability to communicate effectively and with tact.
- conceptual and imaginative thinking.
- administrative abilities and problem-solving skills.
- fluency in Spanish essential, in Portuguese useful.

Applicants should submit their résumé, before May 31, 1983 to: Human Resources Division, IDRC, P.O. Box 8500, Ottawa, Ontario, K1G 3H9.



Article 2: Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing, or under any other limitation of sovereignty. **Article 3:** Everyone has the right to life, liberty, and security of person. **Article 4:** No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms. **Article 5:** No one shall be subjected to torture or



"Since they brought me here I have experienced the barbarity and brutality of prison life. I have seen inmates dying for lack of medicine. I have seen others going mad after being kept in solitary confinement."

"We don't get salt, sugar, oil or fruits. Worse still, we are expected to use the WC without toilet-paper, to eat our pig food without washing our hands and we are given uji (porridge) in unwashed bowls — bowls which are used by other inmates and most of these inmates are diseased. Some have chronic TB, others diarrhoea (blood constantly), some others have serious VD. To be given permission to wash our clothes, to shower is a privilege not a right. Our clothes and our blankets are infested with lice and other vicious bugs. At night these blood-sucking creatures eat us, we can hardly sleep."

"Sometimes I feel the dead weight of prison life, the pessimism, the very deep frustration and anger burning my insides. But before my thoughts lead me to this self-pity I try to remind myself that this is precisely what the regime wants — to break me. I will never let them win. In other words they will never count me among the broken men. I spend sleepless nights thinking about our country, about Wachira, Mazrui, Mukaru, Mutunga, Kogi, my family and hoping that they will make it through this ordeal. Long live Liberty!"

Although the present situation in Kenya remains volatile and the repression continues, and in future months there will be more political trials, nevertheless there is some hope for the future. The recent release of 61 arrested students by President Moi owes as much to international pressure and the realization by the government of the need to keep the university functioning if the country is to have a future at all, as to any impulse of justice. In particular, the description of the prison ordeals of the students by Nancy Murray, broadcast on the World Service of the BBC early this year, must have been influential in this respect.

Canada has been involved in a number of educational projects in Kenya and a Canadian, Professor Colin Mackay, President emeritus of the University of New Brunswick was appointed by President Moi as chairman of the Working Party on the Second University in Kenya, which is to be built at Eldoret. Since Canadian money and possibly Canadian University staff may well be involved in this enterprise, it is surely necessary for the Canadian academic community to become aware and concerned about the violation of academic and human rights in Kenya. Their concern, especially if voiced by the Canadian government, may help lead Kenya back to a more democratic state.

Postscript

Since the writing of this article, the following additional information has become available.

The 61 students who were released have been deregistered from the University, i.e. they will not be allowed to finish their degrees and will likely be blocklisted for jobs in Kenya.

Three of the remaining students charged with treason, Ephraim Kinyua Kirio, Watson Woinyo and Thomas Mutuse, have been convicted and sentenced to prison terms of five and six years.

Although the state dropped charges of treason and misprision of treason against Railo Odingo, Otieno Mok'Onyango and Professor Vincent Otieno (Dean of Engineering), they were picked up by CID plainclothesmen outside the court and are likely now being detained.

Linguistics Professor Al-Amin Mozrui continues to be held without charge or trial and his health is reported to be extremely poor. He has been adopted as a prisoner of conscience by Amnesty International.

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CA

The Institute of Chartered Accountants of Saskatchewan

DIRECTOR OF EDUCATION

The Institute of Chartered Accountants of Saskatchewan invites applications for the Institute staff position of DIRECTOR OF EDUCATION.

Duties of Director of Education

To be concerned with all matters of education of members and students registered with the Institute, including the development, staffing and conduct of courses to meet the content of the body of knowledge, preparing students for the uniform final examinations and liaison with the provincial universities and the education officers of the other provincial institutes. The possibility exists for a suitable candidate to instruct in the Administration program of the University of Regina.

Qualifications

Bachelor's degree in Commerce or Business and qualification as a Chartered Accountant required; graduate study in Business desirable.

Experience

Public practice and teaching experience desirable.

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Competitive and commensurate with qualifications and experience.

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August 1, 1983 or as soon as possible thereafter.

Applicants should reply to the Executive Director, sending a résumé including the names of three references, the date available and salary expectation, The Institute of Chartered Accountants of Saskatchewan, 530 - 1867 Hamilton Street, Regina, Saskatchewan, S4P 2C2.

AI reports on psychiatric confinement of Soviet political prisoners

Amnesty International reported recently that it knew of nearly 200 people forcibly confined to Soviet psychiatric hospitals for political reasons in the last eight years — and that it believed the real total was higher.

Among those confined for months or years, and sometimes punished by the use of powerful drugs, were people who were themselves seized for calling attention to the same treatment of others, the worldwide human rights movement said.

Amnesty International said it had learned of 193 new cases since 1975, when it published a report on Soviet political prisoners which described the abuse of psychiatry and urged an end to it. That report noted some 120 known cases between 1969 and 1975, making over 300 in all between 1969 and the present.

These cases were only those which Amnesty International had been able to study in detail. They did not include people confined before 1969, even those who were still held after that time, nor many cases on which the movement did not have enough detail to know whether the people held were prisoners of conscience.

Despite appeals by psychiatrists in the Soviet Union and internationally, recent cases showed that psychiatric confinement was still used to punish criticism and protest, Amnesty International said. It cited as examples: Nury Temopol'sky, put in a psychiatric hospital in 1981 after arranging to meet a Swedish journalist; Dr. Algirda Statkevicius, a Lithuanian psychiatrist, confined in 1980 after joining an unofficial

group set up to monitor human rights violations; and Pastor Vello Salum, confined in 1981 after preaching on the national traditions of the Estonian Church.

Soviet citizens, including psychiatrists, who have tried to expose the abuse have been imprisoned, confined in psychiatric institutions themselves or forced to leave the country.

Soviet and foreign psychiatrists have privately examined a number of people who were held in this way and have found no medical basis for their confinement.

One of those examined between periods in confinement was Vladimir Tsurikov, a worker from Krasnoyarsk put in psychiatric institutions three times after repeatedly applying to leave the country. Describing the use of drugs on him in 1980, he wrote: "The triftazin made me writhe, and my legs began to twist about... I lost the ability to work... Fainting fits began, recurring very often. I fell and hit my head on the floor and on the brick walls. The pain prevented me sleeping or eating. The sulfazin made my temperature rise..."

In special psychiatric hospitals, where the regime is harshest, other inmates have been severely beaten by convicted criminals employed as orderlies.

Amnesty International noted that Soviet law says people may only be forcibly confined if they are dangerous to themselves or others. In the hundreds of cases of people identified by Amnesty International as prisoners of conscience there was no evidence to suggest this and no attempt by official psychiatrists to prove it.

Understanding the new information act

by Brian Land

Canadians will soon have the right of access to information held by the federal government. The long-awaited freedom of information legislation, called the Access to Information Act and the Privacy Act, was given royal assent on July 7, 1982.

Once Bill C-43 is proclaimed in force (probably early in 1983), Canadian citizens and permanent residents will have access to a wide range of data hitherto unavailable, including consumer product test results, industrial safety test results, environmental impact studies, consultant reports and public opinion polls. Individuals will also be entitled to examine any files the government has on them as long as the release of such information does not jeopardize national security or a current police investigation.

Passage of Bill C-43, which was first introduced in July 1980, followed intense public pressure by interest groups. After second reading in January 1981, the bill was referred to the Standing Committee on Justice and Legal Affairs which met 35 times, heard 27 experts and lobbyists and received 57 written submissions. Organizations presenting briefs on Bill C-43 included Access, the Canadian Bar Association, the Canadian Library Association, the Social Science Federation of Canada, the Writers Union of Canada, the Centre for Investigative Journalism, the Canadian Civil Liberties Association and the Canadian Labour Congress.

The Progressive Conservatives joined the Liberals in support of Bill C-43 but the New Democratic Party opposed the bill, largely because of its exclusion of cabinet documents from the provisions of the act. The final vote was 193-21 in favour of the bill.

The Access to Information Act has the potential of bringing about a major change of attitude within the government. Government departments and agencies will have to be far more sensitive to the need for public accountability. The act contains a wide array of checks against abuse, which should ensure that the legislation is applied in a reasonable and open fashion. These checks are embodied in the powers of an Information Commissioner, in the process of judicial review, in the regular reporting to Parliament by each government institution and the Information Commissioner, and in the permanent review of the act by a parliamentary committee.

Two acts in one

The act is a complex piece of legislation based on three underlying principles: "that government information should be made available to the public, that necessary exceptions to the right of access should be limited and specific, and that decisions on the disclosure of government information should be reviewed independently of government". It actually encompasses two acts in one: Schedule I, the Access to Information Act, and Schedule II, the Privacy

Act, which protects the privacy of individuals with respect to government information about themselves and provides them with a right of access to such information.

The Access to Information Act allows Canadians to obtain information in records controlled by 27 federal government departments and 106 federal government agencies, boards and commissions. It complements existing procedures for access to federal government information; in fact, Francis Fox, the Minister of Communications and sponsor of the legislation, emphasized that "this legislation sets out bottom line rules. It will be more in the nature of an appeal mechanism available to Canadians in the event their requests for information are turned down." Fox added, "It is more than likely that people will continue asking for government information as they

Controversial exemptions

The most controversial aspect of the new Access to Information Act relates to exemptions, those classes of records that may be withheld by government. Under an 11th-hour amendment introduced by the government, all cabinet documents including cabinet memoranda, discussion papers, agenda, records, minutes and draft legislation will be exempted from the act even though they were included in the original Bill C-43.

Other major exemptions from the general right of access include information obtained in confidence from a variety of government sources beyond the federal government; information whose release could jeopardize the conduct of international affairs, defence or counterintelligence;

that government departments and agencies abide by the letter and intent of the law. Responsible to Parliament rather than the government, the Information Commissioner will have access to all information covered by the act, as well as extensive powers to examine complaints. He may, for example, demand that officials explain their reasons for making a given decision or simply recommend that they reverse a decision that has already been made. The commissioner may initiate an investigation without having received a complaint and is empowered to obtain a review of a refusal to release information.

At the second level of appeal, a person who is refused access to a record, even after the Information Commissioner has examined the complaint, has the right to apply to the Federal Court of Canada for review of this refusal. The court will have the power to order the government department concerned to provide access to records previously withheld.

The Federal Court's decision will be based on two different sets of rules, depending on the exemption on which a refusal is based.

If the head of a government institution refuses access to information because it would prejudice federal-provincial affairs, international affairs and defence, law enforcement and criminal investigations, or the economic interests of Canada, he must prove "reasonable grounds" for invoking the exemption. The court has power to order disclosure only if reasonable grounds aren't proven.

The reasonable grounds test review attempts to reconcile the concept of judicial review with the principle of ministerial responsibility. In all other instances of a refusal of access to a government record, the Federal Court will make its own determination as to the applicability of an exemption.

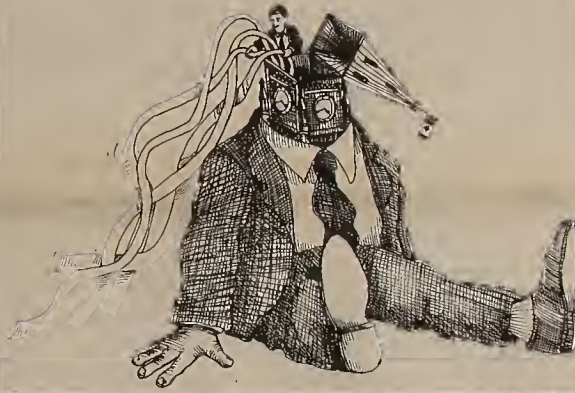
Another feature of the Access to Information Act is that third parties, that is, persons or organizations other than the requester of the information, are granted appeal rights. First, they must be notified when information that could adversely affect their interests is to be released. Then, they are allowed to make representations opposing disclosure and may appeal to the Federal Court a decision to release the information.

Time limits, fees

Under the Access to Information Act, the head of a government institution must respond to a request within 30 days; failure to respond is deemed a refusal of access. The government institution may extend the time limit for an undefined "reasonable period" when the search is extensive or the records voluminous. Extensions are also permissible if consultations are necessary or if third parties have to be notified of the request.

If access is denied, a complaint may be filed with the Information Commissioner up to one year after the government first received the request. After the commissioner reports the results of an investigation to the complainant, there is a maximum of 45 days within which to appeal to the Federal Court.

The act stipulates that an application fee not exceeding \$25 may be charged. An additional payment may be levied for "every hour" in excess of five hours that is reasonably required to search for the record. A fee may also be charged to cover the cost of reproducing the record. Although the act



Murray Long

always have — outside the scope of this act...I do not anticipate, for instance, that the press will be using the legislation on a regular basis."

The Access to Information Act defines "record" broadly to include "any correspondence, memorandum, book, plan, map, drawing, diagram, pictorial or graphic work; photograph, film, microfilm, sound recording, videotape, machine readable record, and any other documentary material, regardless of physical form or characteristics, and any copy thereof."

To facilitate requests for records, the Treasury Board will publish annually the *Access Register*, a publication that will furnish a description of the organization and responsibilities of each government institution as well as the title and address of the appropriate officer to whom requests should be sent. About 10,000 copies of the 3,000-page volume will be available on display in libraries and public buildings; it will be updated twice yearly in bulletins.

The register will contain a description of all classes of records under the control of each government institution and a description of all manuals used in administering programmes. The head of each government institution will be required to provide, within two years after this section comes into force, a place where the public may inspect any manual used by employees.

documents relating to law enforcement and criminal investigations; trade secrets and confidential third party information; information restricted by other statutes; and information relating to testing or auditing procedures if disclosure prejudices the use of results of tests or audits.

During the first year after the act comes into force, the head of a government institution may refuse to disclose any record that was in existence more than three years before the proclamation of the act. During the second year, only those records in existence more than five years before the act will be exempt. But, during the third year after the act is proclaimed, records that predate the legislation by more than five years will be exempt only where a request for a record "would unreasonably interfere with the operations of the government institution". With this limitation, the act will be fully in force in year three, probably 1985.

Two levels of appeal

The Access to Information Act provides for a two-tiered independent appeal and review procedure for complaints from persons refused access to a government record. The Information Commissioner (still to be appointed) will be responsible for receiving and hearing, free of charge, complaints dealing with the processing of requests. The

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makes provision for the head of the relevant government institution to waive the fee or provide a refund, no guidelines are set out for the exercise of this discretionary power.

A person who is given access to a record can, subject to the regulations (still to be published) examine the record or obtain a copy in either of the two official languages. When not available in the official language requested, the record may be translated if the head of the government institution concerned considers a translation to be "in the public interest".

The flip side

The Privacy Act is the second part of the new legislation. It provides for the repeal of Part IV of the Canadian Human Rights Act, the existing legislation for the protection of personal information held by the federal government, and for its replacement by more comprehensive legislation.

Combining access to information and the right to privacy in one piece of legislation has permitted the integration of these two complementary policies. At the same time, however, the act recognizes that the right to privacy takes precedence over the general right of access.

The Privacy Act provides a comprehensive code of fair information practices: government institutions can only collect personal information relevant to the operating programmes or activities of the institution and such information must be based on accurate, complete and up-to-date data. The act recognizes that the right to privacy entails the right to control the use and disclosure of information about oneself. In some circumstances, however, the right to privacy may have to yield to

How to get government records

1. Before resorting to the formalities of the new Access to Information Act, try a direct approach to the appropriate department or agency. Use the *Government of Canada Telephone Directory*, which is available from the Publishing Centre, Supply and Services Canada and in libraries and is updated twice yearly.

Once the Access to Information Act is proclaimed in force, probably early in 1983, there will be a detailed *Access Register* to assist in identifying the records you want and the department or agency responsible. The *Register* will be available in libraries and post offices and will be updated twice yearly.

2. Write a letter to the department or agency concerned, being as specific as possible to expedite the search and to ensure that you do not receive irrelevant material in reply.

Once the act comes into effect, the government institution must produce the information or notify you in writing within 30 days of the reasons for denying you access to the records. If the search is complex

or involves another department or agency, the government may extend the 30-day period but you should be notified in writing of any such extension.

3. Under the new legislation, you may request the Information Commissioner to review your request if it has been denied by the government. The commissioner has the power to recommend release of the information.

4. If you are still denied access to the records, you or the Information Commissioner has the right to take the matter to the Federal Court of Canada. Such an appeal must be made within 45 days of a request to the Information Commissioner for a review. The decision of the Court is final.

5. You may be charged an application fee not to exceed \$25. In addition, the cost of search time in excess of five hours may be charged as well as the cost of reproducing the record. Fees and costs may be waived at the discretion of the government.

6. The specific procedures to be followed in making and responding to requests will be published as regulations under the act.

greater public or private interests, but the situations in which this is the case are both limited and specific. Moreover, no right of access by a third party is created.

The disclosure of personal information by government institutions will be closely monitored by the Privacy Commissioner. And, in instances where disclosure of per-

sonal information is most sensitive, such as a disclosure to the police, special controls have been included in the legislation to ensure careful scrutiny by the Privacy Commissioner. The Privacy Commissioner may report to the head of the appropriate institution and to Parliament, should he find that a government institution has not com-

plied with the code.

The new legislation also revises rules concerning Crown privileges respecting evidence before the courts. With the exception of cabinet confidences, which are exempt in all cases, the new legislation repeals the Crown's absolute privilege in court cases. In future, when a minister objects to the disclosure of information in court on the grounds that it would be injurious to international relations, national security or federal-provincial relations, he will have to certify that his objection is made on the grounds of a specified public interest. A justice of a superior court may examine or hear the information and order its disclosure if he considers that the public interest in disclosure outweighs the minister's objection. Section 41 of the Federal Court Act, which accords the Crown absolute privilege, is superseded by the new, more liberal legislation.

Under the provisions of the Access to Information Act and the Privacy Act, the head of every government institution must prepare and submit an annual report to Parliament on the administration of each act. These reports are to be referred to a parliamentary committee that will undertake a continuing review of the legislation.

The parliamentary committee will also complete a comprehensive review within three years to find out how the legislation can be improved. The committee will question experts and interested parties to evaluate how the legislation affects government operations, and to obtain the views of the Information Commissioner and Privacy Commissioner. The committee will then recommend whatever changes are necessary to Parliament.

25
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BOOKS.LIVRES

Beyond the Cold War: A New Approach to the Arms Race and Nuclear Annihilation by E.P. Thompson, Pantheon Books, 193 pages.

Indefensible Weapons: The Political and Psychological Case Against Nuclearism by Robert Jay Lifton and Richard Falk, Basic Books, 301 pages.

It's a small industry at the moment," says Richard Falk of the recent rash of new books by scholars on the disarmament side of the nuclear debate.

He should know; he's one of the laborers. Indeed, he and a number of other scholars — "separately and independently," in Mr. Falk's words — have begun to lend not only their voices but also their written words to the growing campaign to put an end to the nuclear-arms race.

Two prime examples of recently published works by such scholars are *Indefensible Weapons: The Political and Psychological Case Against Nuclearism*, by Robert Jay Lifton, a psychiatrist at Yale University's medical school, and Mr. Falk, a professor of international law at Princeton University; and *Beyond the Cold War: A New Approach to the Arms Race and Nuclear Annihilation*, by E.P. Thompson, the noted British social historian.

Although the two books approach the nuclear issue from different points of view, their authors share a common sense of danger — and the absurdity — of the nuclear-arms buildup and a common disdain for fellow scholars who, through research on defence-related subjects, have contributed to the proliferation of nuclear arms.

The study by Dr. Lifton and Mr. Falk examines what they call "nuclearism" — the "psychological, political, and military dependence on nuclear weapons, the embrace of the weapons as a solution to a wide variety of human dilemmas, most ironically that of 'security' — from the separate but they maintain, interrelated perspectives of psychology and politics.

That the nuclear-arms race is able to continue at all, Dr. Lifton argues, depends on a kind of "collective numbing" of the public psyche — a feeling of helplessness, even cynicism, in the face of such overwhelming danger. Thus the response of many politicians to the anti-nuclear movement has been an increased effort to maintain that numbing; even the language they use — jargon such as "window of opportunity" and "nuclear exchange" — contributes to it, Dr. Lifton says.

A similar passivity is at work in the making of nuclear policy, Mr. Falk says. Since early in the atomic age, government policies bearing on nuclear weapons have been made in a largely undemocratic fashion: Decisions based on secret information have been made by the executive branch, acting without the advice and consent of Congress. That kind of "nonaccountability," he argues, tends to favor the militarist policy that has gone virtually unchallenged for years.

But such attitudes are not unchangeable, both authors argue. "We, as a species," they write in their conclusion, "are not necessarily trapped by nuclearism provided we do not subscribe to some variation of that fatalistic idea: that if nuclear weapons exist, we are forever condemned to be dependent on them."

Unlike the study by Dr. Lifton and Mr. Falk, *Beyond the Cold War* is a collection of previously published essays that the author has written on the subject of disarmament over the last two years. Mr. Thompson is a leading spokesman of the

The case against nuclear arms: scholarly books fuel the debate

by Ellen K. Coughlin

anti-nuclear movement in Europe.

He is also the author of, among other things, a major historical study called *The Making of the English Working Class*. He has been a visiting professor at Brown and Rutgers Universities and the University of Pittsburgh.

Like Dr. Lifton and Mr. Falk, Mr. Thompson deplors the inability, especially of politicians, to act decisively to bring the arms race under control. He writes in one essay, for example, that many experts on arms control blame the arms race in part on the inexorable progress toward ever greater sophistication in weaponry — a phenomenon they call "technology creep."

But, Mr. Thompson writes, "technology

can creep only because ideology is creeping alongside it and because politicians are creeping away from any decisive control."

Also like the other two authors, Mr. Thompson believes the entire nuclear enterprise is fundamentally absurd.

"When the overkill capacity of weaponry is such as to enable the destruction of civilized conditions for life on our continent 30 times over, calculations of 'balance' are becoming irrelevant," he writes in the title essay in his collection.

In the portion of *Indefensible Weapons* that he wrote, Dr. Lifton points to three layers of absurdity in the current arms race. The absurd spectacle of organizations of human beings poised to destroy all of

humanity, including themselves, is absurdity on a global level, Dr. Lifton writes. On the other hand, he says, the fact that people continue to live their lives in an ordinary manner knowing that within moments human life could be wiped off the face of the earth is an absurdity of a more personal kind.

Finally, he writes, there is absurdity in our sheer inability to conceive of anything remotely like the holocaust that is possible, given the existing nuclear arsenals. To illustrate his point, he invokes the image of the schoolchildren of the 1950's, who, during the then popular nuclear-aid-raid drills, tried to protect themselves from fallout by placing paper on their heads.

Universities, Dr. Lifton argues, have contributed to this absurdity by failing to address the nuclear predicament seriously, either in their classrooms or in the scholarship they sponsor.

He admits that there are explanations for the failure. Nuclear issues cannot be easily categorized by department or discipline, nor do they fit traditional notions of teaching and learning. It is hard to study and teach about human extinction as it is to think about it.

But while he may understand it, Dr. Lifton considers the universities' failure in this instance "a moral and intellectual scandal."

Harsh indictments

Indeed, Dr. Lifton, Mr. Falk and Mr. Thompson all hand down harsh indictments of scholarly colleagues who, by their intellectual contributions to strategic studies, help to exacerbate the nuclear threat.

A defence expert, according to Mr. Thompson (who is not always given to temperance in the expression of his opinions), is "a person with a hole in the head where politics and morality ought to be, who can then get along all the better with moving around the acronyms, in a vocabulary of throw-weight, delivery-systems, megatons and the extrapolation of ever-more-tenuous worst-case scenarios."

Mr. Thompson argues that the formulation of deterrence theories and other nuclear strategies is not scholarship but a kind of "scholaricism" trapped in the circularity of its own internal logic.

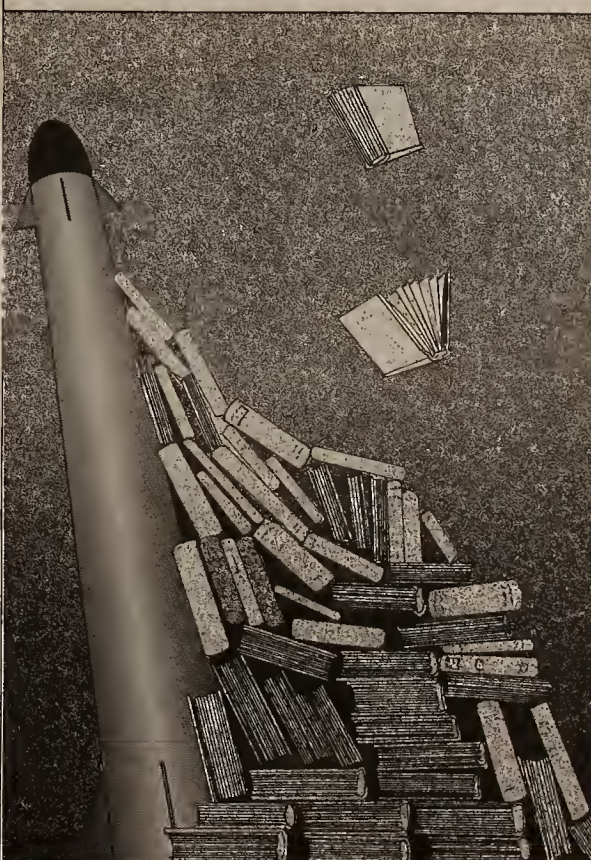
Of the presence of defence theorists in academe, he says:

"I do not know whether the academic community realizes what an extraordinary intellectual creature co-habits with the high scholarship of American universities... This creature is increasingly cutting every bridge which might link it with adjacent humanities: with political theory, with history (in all but its military branches), with sociology, with the analysis of culture. It operates on the basis of second-hand and contaminated data, provided in large part by the intelligence services or by the public relations lobbies of the armed forces; and the official secrecy protecting much of its subject-matter inhibits close empirical engagement with the data.

"The discipline, or pseudo-discipline, attracts indicative funding. It also attracts ambitious men and women who aspire to be advisers to Presidents and who know that if they do not maintain good relations with Defence department officials and the military they will be starved of information and denied an audience for their work."

'Scandalous' imbalance

Dr. Lifton shares Mr. Thompson's concern, if not his venom: When the investment of money and energy that universities make in the formulation of nuclear-weapons theory is compared to their investment in the study of ways to avoid a nuclear holocaust, he said in an interview, "the im-



Tom McDonald

BOOKS. LIVRES

balance is scandalous."

Very little has been done, he explained, by way of an organized, scholarly study of the nuclear threat, of the values surrounding the arms race, of the question of commitment to the continuity of the human race.

That may be partly due to the fact that such scholarship, because of the explicit political commitments of its practitioners, is often seen as lacking scholarly neutrality and objectivity.

But both Dr. Lifton and Mr. Falk defend their work on nuclear subjects as true scholarship, and not simply advocacy. They write in the preface to their book that they believe their long-time involvement in the anti-nuclear struggle to be not only consistent with good scholarship on the subject, but also necessary for it.

"The domain of scholarship can't really be confined to the academy," Mr. Falk said in an interview. Feeling, thought, and action inevitably influence one another, he argued, and the quality of a scholar's thought can be improved by his articulation in a related activity.

"Our proper enterprise as 'thinkers' is to mount a struggle against the nuclear menace."

—Richard Falk

"The important question," Mr. Falk continued, "is, *How independent is the scholar?*"

Researchers who devote their work to deterrence theory and nuclear strategy claim to be objective, he argued, but in fact they are not. For example, he said, much "think-tank scholarship" is dependent on financing from sources that are deeply involved in the arms race.

"Deliberate advocacy scholarship" is preferable to the "covert" kind, Mr. Falk concluded.

Dr. Lifton agrees. "All significant scholarship is passionate scholarship," he said. "It is a wrong-headed idea that neutrality makes good scholarship."

He added that "extreme" subjects such as nuclear proliferation and human survival demonstrate more dramatically than most

"the necessity of using both the heart and the mind (in research)."

'Passionate commitment'

In opening his section of *Indefensible Weapons*, Mr. Falk writes, "Our proper enterprise as 'thinkers' is to mount a struggle against the nuclear menace, not a mindless struggle but a struggle where our contemplative understanding is enlivened and guided by a passionate commitment to the hard work of securing the full set of conditions for our survival as a people, as a species, and as mental and moral participants in an embracing sacred and natural order of life."

Both Dr. Lifton and Mr. Falk say optimistically that they are beginning to see a change in the attitude of academe toward the nuclear question. Dr. Lifton says he likes to think of this as "the year of the university" in the anti-nuclear movement: There are more scholars writing on the subject, more courses being incorporated into the curriculum, more activity on every front.

In fact, *Indefensible Weapons* has been adopted as a textbook in a number of college courses on the nuclear issue.

Indeed, according to anecdotal evidence gathered by the Federation of American Scientists, such courses are not only increasing, they are also being offered in a wide variety of disciplines — from literature to political science to physics.

Courses on nuclear issues

Very often, said Eric Markusen, an instructor of sociology at the University of Minnesota at Minneapolis, such courses are added to the curriculum at the instigation of interested faculty members. Mr. Markusen monitors information on new nuclear-issues courses for the Federation's Nuclear War Education Project.

Despite the growing interest in the nuclear question on college campuses, however, most observers agree that the number of institutions organizing courses or other educational activities related to the subject is still very small.

But Dr. Lifton believes the tide of anti-nuclear opinion will not be turned.

"The truth of the threat is out," he says.

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An appeal for parallax

by Trevor L. Williams

Radical Priorities by Noam Chomsky, edited by G.P. Otero, Black Rose Books Ltd., 1981.

A recent edition of the CBS weekly programme, *60 Minutes*, unleashed interviewer Morley Safer upon the World Council of Churches. For forty minutes Safer berated the Council for diverting funds to resistance groups in Southern Africa. The amount involved was relatively small (in the region of \$4 million: compare this to the \$115 million which, on Safer's authority, is collected every Sunday in U.S. church services), but not so small as to prevent him from flying to Geneva, headquarters of the World Council, to press the investigation further.

Safer's interview with the Council's representative in Geneva turned to the funding of an investigation into the conditions of Australian aborigines. How, he asked, could the investigators spend a mere three days in Australia and then proclaim the "genocide" of the aborigine? (He had a point, of course, but had the commission spent three months in Australia, it is safe to assume that Safer would be asking how the Council could afford to finance such a long investigation.)

The point at issue, however, is the phrase Safer used to mystify this alleged genocide. It was, he said, "a terribly complicated historical situation", slamming the conversational door behind him. James Joyce immortalized this kind of evasion at the beginning of *Ulysses*, where the Englishman Haines remarks: "It seems history is to blame (for Ireland's subjugation by the English)."

This retreat into mystification is ubiquitous. "This is too technical a matter to be discussed here"; "we must leave that to the experts"; "the government of El Salvador is making a concerted and significant" move towards respecting human rights"; daily the sand is thrown into our eyes. Nowhere, incidentally, is this mystification more operative than in *60 Minutes* itself. For all its weekly exposure of crooked businessmen, duplicitous bureaucrats and other assorted malefactors, the program never is able to confront — indeed is prevented from confronting — the most fundamental question of all: what sort of system is it that makes these abuses possible? Whose responsibility is it then to ask that question? Intellectuals, Noam Chomsky loudly replies.

The responsibility of intellectuals is the major theme that unifies this welcome collection of Chomsky's essays, lectures and reviews published (or refused previous publication) during the last fifteen years. Vietnam; the Middle East; Iran; the North/South "dialogue"; the Trilateral Commission; news management, self-censorship and forms of ideological control; the dangers of nuclear war: these are the topics broached. But the recurrent refrain is: what role does, and what role should, intellectuals play as they confront society? Confront? That begs the whole question, Chomsky argues. Too often intellectuals (he names names) are complicit with state "violence". Commenting on Congressional committees' exposure of FBI and CIA activities at home and abroad (the Pike and the Church Committees), Chomsky notes

that the investigations "suffice to give a revealing picture of the activities of the U.S. government to control domestic and international society, by means ranging from subversion to force and violence", but that a "fuller account" is needed:

Such an account would...explore the role of American liberalism...in developing and justifying the mechanisms of ideological control. It would (quote) the speeches by the mass murderer Henry Kissinger on morality in foreign policy, noting that these appear without comment in the liberal press. And (the account) would conclude that nothing will change until mass popular movements develop, here and abroad, that can struggle effectively against the violence of the state, directed and organized by those who rule the state by virtue of their unchallenged domination of the private economy. (p. 172)

There is much in the language of Institute Professor of Linguistics Chomsky that will disturb his fellow-intellectuals at M.I.T. and elsewhere. Mass murderer? Mass popular movements? Struggle? Violence of the state? Isn't all this a trifle hectic? What on earth can Professor Chomsky be generating amongst his students? Is he not inviting us to transform society? Perhaps he should stick to grammar.

In a sense, Chomsky's whole project challenges the very notion of grammaticality, the formal fixing of linguistic structures, relationships and meanings. The language of the above quotation demonstrates his refusal to fetishise or to hypostatise any particular discourse (more precisely, here, the language of intellectual discourse). No: intellectuals do not talk "like that". Is it conceivable, however, that occasionally they *should*, especially if, as in Chomsky's case, their argument is based upon foundations of impeccable scholarship? Clearly, such language is useful only if it causes us to "open up" the texts we read, allowing us to peer beneath the veil of ideological assumptions in which the text is customarily wrapped. Chomsky describes what is at stake thus (he appears to be talking about American universities during the first cold-war era, but the subject, for my purposes, is secondary to the argument):

The politicization of the universities in these years was so profound that it was virtually unnoticed, just as a fish does not notice that he swims in the sea — what else could there be? Such inability to perceive one's own ideological commitments is the extreme limit of subordination to prevailing ideology. (p. 241).

What Chomsky's writing appeals for is parallax: the altering of perspective, and thus of perception, consequent upon a shift in position. The latter may occur if language draws attention to itself, or if what is most taken for granted, taken as "natural", as in the very order of things, is suddenly *not* taken for granted. For example, on the matter of the American hostages in Iran, Chomsky, in an article requested by the *Los Angeles Times*, offers the following perspective:

What of the matter of hostages? By humanitarian standards, the taking of hostages is to be condemned. But when we consider the standards of Western practice,

◀ p. 20

BOOKS. LIVRES

Three Levels of Time by Harold T.P. Hayes,
E.P. Dutton, New York, 1981.

This book has its roots in a conversation Hayes had with a biologist one morning on a hotel terrace in Nairobi, Kenya. Wildebeest, it appeared, adjusted their population in the Serengeti National Park so that they never took too much of the grass upon which they depended for survival. "How," Hayes asked himself, "do the wildebeest know how to manage their resources whereas man does not?"

While the biologist told him it was not so much a question of knowing as it was a behavioural response to the laws of natural order, Hayes had found a question that he had to try to answer: "Why couldn't these men, with their superior reason, see what they were doing to their own food resources and ultimately to themselves, and correct their errors?" The search for an answer led to two more fundamental questions: "Who am I? How did I get here?"

Hayes visited a number of authorities around the world to obtain views on humans, their predisposition to destroy the environment that supports them, and the chances for survival of the species.

To put another perspective on what he had learned from his reading and the visits with scientists and to help make meaning of it, Hayes added an account of the evolutionary development of the earth, of plant and animal life, and of modern humans.

However, neither the views of authorities nor a look into human evolution seemed in themselves to provide an answer to Hayes' questions about the differences between humans and other animals and about the ability of the human species to survive its own folly. He came as close as he would ever come to finding an answer in a seventeen day struggle by John Vihitelic to survive an auto accident in remote mountain country of Washington state.

Hayes examines the past, present and future of humans. The book is organized to bring these together in virtual coexistence, a pattern proposed by Lewis Mumford in his book *Man's Role in Changing the Face of the Earth*: "Instead of thinking of these three segments of time in serial order, we would do well to take the view of a mathematician like A.N. Whitehead and narrow the time band to a tenth of a second before and the tenth of a second after any

Chances for survival

by David Bates

present event. When one does this, one understands that the past, the present and the future are in that living moment almost one; and ... we should deal with our problems in a more organic fashion, doing justice not merely to the succession of events but to their virtual coexistence..."

Each of the thirteen chapters includes a section describing part of Vihitelic's ordeal while trapped in his car, a section describing a key period in the evolution of life on earth, and a section describing an effort to learn from one of the authorities he visited. This organization effectively weaves these three strands of his narrative, and certainly has the effect of giving the sense of eternity that Vihitelic's entrapment must have seemed to be.

The Vihitelic experience seems to set much of the tone of the development of ideas in the book. The seventeen day ordeal begins when his car goes over the edge of a steep ravine in a remote mountain area of Washington State, comes to rest on its roof, and pins his foot against a tree. An awareness of the difficult situation and his efforts to keep calm lead into a stage of inventory taking and preparation for rescue. Water is an essential resource which he eventually obtains in limited quantity through laborious effort.

At the same time, his environment deteriorates through accumulation of waste, dampness and the like. Not being able to save his foot as he had hoped to do, he set new longer term objectives for survival. Deterioration of his body and hallucinations are eventually replaced by well established maintenance routines. Realizing that he will not be found, he resolves to get himself out of the desperate situation. And he does. Vihitelic's instinct for survival and use of his intelligence to find a way out of his predicament provide Hayes with clues about the human ability to survive the ecological mess that humans are making. In self-reliance there is some hope.

The authorities he talked to saw many problems, gave mixed and often contradic-

tory or incompatible ideas, and raised as many questions for Hayes as answers. Eleven experts such as A.I. Oparin (biochemistry), Garrett Hardin (biology), Richard Leakey (anthropology), Otto Frankel (genetic conservation), and E.F. Schumacher (economics) have widely different views of the world, its past, present and future. An interesting feature of the book is the insight it gives into the minds and lives of these people.

With such people Hayes explored issues such as the beginnings of life, purposiveness in life, primitive organization of living matter, extraterrestrial life, coevolution, equilibrium in ecosystems and how human intervention upsets this, the consequences of species extinction, the basic directions of evolution, the complex and important inter-relationships between plants and animals, the nature of intelligence, instinct, the importance of ecological diversity, the differences between man and other animals, the vulnerability of monocultures and the failure of the green revolution, lifeboat ethics, the tragedy of the commons, destruction of tropical rain forests, and the prospects of being able to cope with the en-

vironmental disasters we are making for ourselves. The discussions provide much more for the pessimist than for the optimist. Will ingenuity and self-reliance be enough?

Hayes acknowledged he was a layman seeking answers to difficult questions. The book is interesting, thought-provoking, and written in a manner that invites one to finish it. Students in biology, philosophy, and ecology should find it relevant and stimulating. Anyone with an interest in conservation and the future of society could read the book with profit.

Of interest to all of us who teach are comments describing two former teachers of Hayes. "Mr. Redmond was smart and curt. If you asked a dumb question or gave a wrong answer he would sneer ... I became afraid to ask questions at all ... In addition to band, Mr. Phole taught science ... Fortunately indeed is the student who is led to learn through interest rather than fear or obligation. The Pholes of this world have been the forces of light for me, the Redmonds the forces of darkness ... I was thirty before I fully realized if I was to learn, in any case, I had to ask questions ... no matter how dumb I might seem by asking them."

Perhaps, if enough people ask difficult questions and seek answers, the intelligence and ingenuity of humans will find ways for the species to survive. We owe it to our students to help them learn to do this.

Professor Bates is with the Faculty of Education at Lakehead University.



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Stirs debate on philosophy of learning

by Victor M. Catano

Developing Student Autonomy in Learning, Baud, David (Editor) New York: Nichols Publishing Company, 1981 ISBN 0-89397-101-2

I think it is fair to say that the lecture remains the primary method of instruction employed in the institutions of higher learning. While we have occasionally flirted with such concepts as "experiential learning," we continue to lecture to row after row of students.

In the early days of the university, professors had to rely on the lecture as a means of disseminating the knowledge contained in scarce, handwritten volumes to a number of students. Since the advent of the printing press, there has been less need for a professor who simply regurgitates what someone else has written. Yet we are all familiar with the three text-book method of teaching: one book is assigned to the class, the second is used for lecturing, and the third provides the examination questions.

For the most part, teaching at the university level has remained immune from research on teaching *per se*. However, in the last ten years several professional associations have developed interest groups and journals related to the teaching of their subjects. An examination of such journals

(e.g. *Teaching of Psychology*) shows a good deal of research being devoted to one of the most radical innovations in university teaching in the last 20 years.

As first described by Fred Keller, this innovation was simply an attempt to apply behavioural analysis — the principles of behaviour as formulated by B.F. Skinner and his colleagues — to the process of teaching. The technique is designed to produce a clear description of what is to be learned and to manage effectively the rewards associated with study. While this technique and its off-shoots have been labelled the Keller Plan, Personalized System of Instruction, Programmed Instruction, and Contingency Management, among others, they retain some common features. In general such innovations are based on detailed instructional objectives, frequent tests, student proctors, subject-matter mastery, and student-determined progress. In effect these techniques seek to allow the students greater responsibility for their own learning.

Developing Student Autonomy in Learning is a collection of essays and research reports related to the title's topic. The papers that are contained within this volume are from educators at different institutions of higher learning who have had first-hand experience with the design and presentation of alternatives to traditional

methods. Most of the writers represented here are from Australian and British Universities; as such this allows access to work and programs not usually encountered in North American journals. Canada is represented by two submissions from McMaster University staff which give an accounting of the student autonomy program in its Medical and Nursing Schools.

The essays are grouped into three sections. In the first, the contributions focus on the main issues related to student autonomy. They examine the underlying assumptions of traditional educational styles and present the rationale for the alternatives. While it would be useful for a reader to have some basic knowledge on these issues beforehand, the authors summarize the essential discussions on student responsibility, control and power vs. assessment in a clear and comprehensive style. A reader new to the topic will have no difficulty appreciating the important underlying issues. The second section, which comprises the bulk of the book, presents a series of case studies related to the fundamental issues set out in the first part. Finally, the book concludes with two essays which reflect on the arguments used against the introduction of independent learning and emphasize the main educational issues raised by the practice of student autonomy.

The articles that are presented in this collection are useful and informative. As can be expected in such a work, the quality of the writing is uneven. On the whole, most of the papers are extremely well-written and

lucid. In books like this, what is left out is often as interesting as what is put in. For example, while one of the premises of the book is the control of education by the teacher, for the most part discussion does not go beyond the teacher-student relationship to examine the consequences of redistribution of educational power at the institutional level. Little emphasis is placed on the politics related to instituting alternative teaching methods in traditional environments. A case history related to those issues would have been interesting.

Also lacking in the book is any reference to computer-assisted instruction. CAI, the ultimate application of independent learning techniques, has the potential to revolutionize educational delivery systems. With interactive computer systems and Cable TV technology (e.g. Canada's Telidon system), the whole structure of the traditional university as a teaching mechanism comes into question. Many community colleges, and a few universities, have been experimenting with CAI. Additionally, companies have started to produce course software for these systems. One or two essays devoted to these emerging trends in autonomous learning would have been useful additions to the collection that is offered. This oversight seems most curious for a book which seeks to examine educational methods that produce independent, lifelong learners.

Regardless of these criticisms, this book is an invaluable source of material for people who are interested in learning about alternatives in education. Several of the essays should stir debate on the philosophy of learning and education and will likely become required reading on the topic. On the whole, this book clearly presents a rationale for autonomous learning and presents the reader with convincing demonstrations of its success and benefits.

Professor Catano is with the Department of Psychology at Saint Mary's University.

Parallax...18

the matter is more complex. The U.S. consistently objects to the taking of hostages — in small groups. But with equal consistency it supports the practice of holding whole nations as hostage under the severe threat — indeed, the reality — of starvation and death on a huge scale. (pp. 98-99).

The *L.A. Times* refused to publish the article. Parallax is not good for business. Tempting as it may be to fulminate against censorship, the crux of the matter lies elsewhere: the United States requires no formal system of censorship so long as self-censorship is so effectively practiced by the media and indeed by those whose vocation it nominally is to see things whole. However, as Chomsky points out ironically, anyone with \$20 million to spare is free to found a newspaper and thus solve the problem of self-censorship.

The core piece in this collection is probably "The Carter Administration: Myth and Reality", a long essay surveying the contemporary (1977) political scene, one of the landmarks of which is the Trilateral Commission, founded in 1973 at the initiative of David Rockefeller. Drawn from the three major areas of world capitalism (the U.S., Western Europe and Japan), the Commission members are predominantly heads of major corporations and banks, partners in corporate law firms, Senators, and leading academics in the field of international affairs. Chomsky indicates the sinister implications for Third World countries of the studies emanating from this policy-making group. Important as his arguments on this subject are generally, space dictates that I offer only the following quotation, which draws together the two recurrent threads of Chomsky's intellectual

challenge: the vocation and responsibility of intellectuals and the demystification of language itself:

Still another threat to democracy, in the eyes of the Commission study, is posed by the 'intellectuals and related groups who assert their disgust with the corruption, materialism, and inefficiency of democracy and with the subversion of democratic government to "monopoly capitalism" (the latter phrase is in quotes since it is regarded as improper to use an accurate descriptive term to refer to the existing social and economic system; this avoidance of the taboo term is in conformity with the dictates of the state religion, which scorns and fears any such sacrilege).

Intellectuals come in two varieties, according to the trilateral analysis. The 'technocratic and policy-oriented intellectuals' are to be admired for their unquestioning obedience to power and (for) their services in social management, while the 'value-oriented intellectuals' must be despised and feared for the serious challenge they pose to democratic government, by 'the unmasking and delegitimation of established institutions'. (p. 163).

Much that passes for analysis in our universities fails truly to "unmask", to question what is "given" and thus — an adverb Chomsky would probably wish to include — to question what is "legitimate". Chomsky does not pretend to neutrality: he judges the conditions of judgement, including his own. For this reason alone, the collection, even though not well served by its editor, deserves to be retrieved from the marginality to which, individually, the original pieces had had to be consigned.

Professor Williams is with the Department of English at the University of Victoria.



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An absence of spirit

by Terry Goldie

William Arthur Deacon: A Canadian Literary Life. Clara Thomas and John Lennox. Toronto: University of Toronto Press, 1982. ISBN 0-8020-5593-1 \$24.95

The majority of biographies exist because the individual being described is famous and thus his or her life is automatically of interest. On the other hand, the subject might be little-known but possessor of a unique life which begs recording.

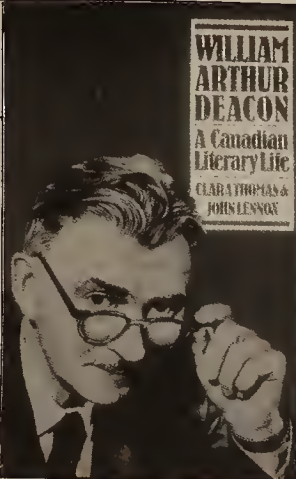
There is a third possibility. The person under study is not really famous, and has had little of the momentous experience which would spark a reader's attention. But he or she is worthy of a biography because of the fabric of the age. This person is a connector, who provides links between a great many people and ideas of more importance than him or herself.

This is the case with William Arthur Deacon. His name is hardly a commonplace but he was involved with many of the most important figures in Canadian literature between 1921 and 1961. He could be compared to Lorne Pierce and, to a lesser extent, John Gavin. Their own writings are of limited import but the major authors of their time bear the imprint of their influence.

In this biography, Clara Thomas and John Lennox make the most of these contacts. In fact, the associates of Deacon often make a larger impact than he does himself. There are three chapters entitled "A Community of Letters" which quote at length from Deacon's correspondence. One includes four and a half small print pages of Thomas Raddall, with only a few brief paragraphs of comment. Elsewhere Roger Melin has three pages of similarly close type, without interruption. In both cases, the letters are interesting in themselves but seem to say little about Deacon, the ostensible subject of the biography. But they show the willingness of so many writers to discuss ideas and experiences at length with Deacon.

If Deacon is remembered today it is probably for one or two books. His early collection of essays, *Pens and Pirotes* (1923), is well-known to those concerned with the period. *The Four Jameses* (1927) is of wider though idiosyncratic interest. This almost loving account of a quartet of bathetic Canadian versifiers is best described as a delightful factual precursor of Paul Hiebert's fictional *Sorci Binks*. Thomas and Lennox cite Hiebert's own acknowledgement of the influence of *The Four Jameses* on his work.

To his contemporaries, however, he would have been better known as, first, literary editor of *Saturday Night* (1921-28), and then of *The Globe and Mail* (1936-1960). He himself spoke of how important it was to him to be thought of as "a Globe and Mail man," a phrase which sounds suspiciously close to the familiar British pretension of "the gentleman from *The Times*." This impression might be appropriate as Deacon referred to himself as a "literary journalist" and, while far from pretentious himself, he was concerned with the elevation of his calling. His vocation was prophetic for Canadian literature but the



medium for his prophecy was journalism and he was determined that it be handled properly.

Deacon's correspondence with writers was an important adjunct to his work. Through this contact he gave then confidence to continue and acquired information for himself. A significant portion of his columns, in *Saturday Night* the part headed "Saved from the Wastebasket," and in *The Globe and Mail*, "The Fly Leaf," was composed of snippets of literary gossip and news, much of it gleaned from these letters.

But as Thomas and Lennox demonstrate, the correspondence itself might now be seen as Deacon's greatest achievement. He had a position of some stature, "Deacon of The Globe" as he called himself, and he was always willing to use his power in support of writers who deserved it. Often this was directly practical, through his columns or in his roles with the Canadian Authors Association, the Governor General's Awards Board or a variety of other organizations. But more important was his moral support. He would not tell someone how to write but he would give as many suggestions as he felt appropriate. And the authors in turn would use him as a sounding board, which is what has provided many of the quotations in the book at hand.

Even Deacon's advice on creative questions was very practical. He knew from personal experience how precarious finances could be when one dedicated oneself to writing for a living. Yet he often remarked how important it was to keep to "serious fiction". His advice to Laura Goodman Salverson was to continue to write her best work even if unpublishable and to save it for the day when publishers would be ready. At that time she would have enough stored that she could afford to take time for reading tours when it could do good once.

He gave similar advice to Leslie MacFarlane. Thomas and Lennox describe the latter as a "young fiction writer" and give no qualifying remarks. This seems a strange

gap in that there is an obvious irony for anyone who knows MacFarlane as a successful and prolific hack, best known as author of a number of the Hardy Boy stories, under the name of Franklin W. Dixon.

This is particularly surprising in that Thomas and Lennox generally do a good job of providing necessary background material. In particular, they record voluminous data on the economic well-being of Deacon's various enterprises, and on the amount he was paid at any time, whether in salary or as a freelancer. At times, as in an account of advertising in *Saturday Night*, the obsession with numbers reaches the point where the paragraph looks like it was "written" by Statistics Canada.

One problem with this book is in the writing. Not that it is bad, although at times numerate precision is met by verbal imprecision. For example, one review by Deacon of a novel by Arthur Stringer is referred to frequently as a parody. It is strenuously ironic in its ridicule, but it is not an imitation and therefore not a parody.

The number of times this "parody" is mentioned adds to the irritation. Such repetition is only slightly less annoying when the observation is accurate. At the end of the volume there is an entertaining collection of pieces by Deacon. In some cases, however, they include passages which have been twice quoted in the body of the biography.

I think, however, that these are reasonably minor quibbles. A more major one might be that the biography lacks vitali-

ty, the vigorous grasp of character that one seeks in the genre. We learn that Deacon was a social democrat, a strident nationalist and a theosophist but we don't get what lies behind all this. His wife was clearly very important to him but there is no shape to the relationship.

Also, and I admit this is a somewhat personal comment, doing hundreds of book reviews must do something to the mind and this should be described, if only as a warning to the rest of us. One is tempted to judge this absence of spirit in the book as at least partly the effect of having two authors, presumably operating by consensus. Sharing the burden of research is a splendid idea but perhaps in the actual writing of a biography we need one personality grappling with another.

Which takes us back to the beginning of this review. Perhaps personality is not that important. Deacon is not famous and, judging from Thomas and Lennox, not an unusually interesting character. But he was an extraordinarily useful man through forty years of Canadian literature. An understanding of his place in the literary jigsaw puzzle is essential to anyone concerned with the culture of the period. *William Arthur Deacon: A Canadian Literary Life* provides this.

Now, could I put in a request for a volume on Lorne Pierce?

Professor Goldie is with the Department of English Language and Literature at Memorial University of Newfoundland.

One man's view of history

by Agar Adamson

Confederation Betrayed: The Case Against Trudeau's Canada. Woodcock, George. Vancouver, Harbour Publishing, 1981. ISBN 0-920080-23-5, 198 p., bibliography, no index.

George Woodcock is one of the most prolific and outspoken writers living in Canada at the present time. According to the biography provided, he has written in excess of fifty books and founded and edited the quarterly journal, *Canadian Literature*. Those who are familiar with Woodcock's works know the passion and intensity with which he tackles a subject. His polemic *Confederation Betrayed: The Case Against Trudeau's Canada* is no exception to this statement. This work is written with all the vigour and clarity which one has grown to expect from George Woodcock.

One may find fault with certain of the historical facts used by the author in presenting his arguments. One might also state that the book is out of date now that the Constitution has been patriated and the Charter of Rights is in place. This would perhaps be an unfortunate assumption, for the general theme of the work is still valid despite the proclamation of the *Canada Act*. Woodcock is a British Columbian patriot and the work should be seen in that light.

In his introduction the author states,

Any statement that reflects... a combination of deep feelings and long thought becomes a kind of testament. One has reached the stage of declaring, as Luther is said to have done, "Here I stand and I can do no other" and in this case the *here* is crucial, for it means precisely what Al Purdy has called the *place to stand on*, the locale of feelings and loyalties that lie at the heart of all patriotism. I have never been in any way a nationalist, but I have always considered myself a patriot.

This opening statement by the author, more than perhaps anything else in his work, accurately sums up his philosophy as presented in this book. Obviously, it is a political polemic and Woodcock makes no apologies for this fact. Indeed, he makes it abundantly clear from the very opening statement to the final page. This work should not be seen as a basic history of British Columbia, though it does contain some important historical analysis.

There are also some useful general historical chapters, including Chapter Three, "How British Columbia entered Canada"; Chapter Six, "The National Swindle", which John A. Macdonald might recognize as the national policy; and Chapter Five, "The Bonds of Steel", which not only refers, of course, to the C.P.R. but also to what Woodcock calls coercive institutions such as the R.C.M.P., the Canadian Armed Forces, and cultural institu-

p. 22

The Ordering of Justice: A Study of Accused Persons as Dependents in the Criminal Process. Richard V. Ericson and Patricia M. Baranek. Toronto: University of Toronto Press, 1982. xvi + 268 pages.

Narrowness of focus

by Patrick Kerans

To study crime and punishment scientifically is to display willy-nilly the limits of the scientific method used. The complexity and intractability of the problems encountered throw these limits into sharp relief. In *The Ordering of Justice*, Ericson and Baranek use an interpretative or hermeneutic method to show that the accused is "...best seen as a dependent rather than a defendant." Their focus is on the human interactions which constitute the meaning of the criminal justice process. What emerges is that the accused is

"...caught up in an organizational machinery not of his own making. Furthermore, as a 'one-shot' or occasional actor in the process, rather than a full-time organizational member he is not in a position to make decisions about most aspects of what is happening to him. Instead, he is subject to the orders or commands of criminal control agents and to the order (systematic patterns of relationships) these agents reproduce..."

The method used enables the authors to raise the question of what real scope the accused has, a question which takes them past the formality of those choices demanded by the law. Herein lies the strength of their method. I shall return to a brief discussion of its limits.

The authors seek the source of the accused's powerlessness within the structures of the process itself: as a one-shot actor in the piece, the accused lacks the "recipe knowledge" which the professional actors have, and so must depend upon whatever advice and options they offer him.

"The accused is moved from setting to setting (police station, remand facility, courts) where he must perpetually pay respect to persons talking in foreign tongues about matters not of his own making...A major power resource of organizational participants is rules which legitimate taking control of others."

The plan of the book is to examine the concrete ways in which the accused lacks any real control over the interactions with police, defence lawyer, prosecution or judge. The findings are based on interviews with over 100 people who had gone through

the process.

Since the police are committed to the view that the person they suspect is guilty, why do so many accused co-operate with the police by making statements, when they have the right not to? The police can make silence look even worse than a confession, so the accused is constrained to follow the directions of the police.

But the defence lawyer — any layperson would interject — has the task of protecting the accused from such pressures. The method of this book is designed to bring out the dependency of the accused upon his lawyer: only the lawyer has the recipe knowledge needed to weigh options and make real choices.

"...('Ordering' does not usually have to take the form of a stern command because there are enough other enabling resources available to accomplish the task. Instead, the 'ordering' consists of a formulation of the choices so that there is in reality only one alternative, namely that which is in accordance with the lawyer's orders and the wider ordering of justice." (p. 109)

With this last remark, the authors suggest that the defence counsel does not necessarily push the accused into decisions which are best for the accused. Rather, as a professional player in the process, with long-term interests in continued good relationships with all the other professionals, he will at best balance the interests of the client with the wider ordering of justice. This contention is explored through two chapters, one on plea bargaining and one on the plea decision. Throughout this account, the theme is developed that the accused is so managed by the other actors that he feels powerless.

"When he is thus prepared, even the hint of a concession in the plea agreement is likely to encourage him to think he has received a bargain. He has been made into a satisfied customer, not appreciating that in the process it is he who has been 'customized'."

The authors bring out well the irony of

the criminal trial, based on the assumption of freedom and responsibility of the accused, but whose ritual calls for the accused "...silently to appear to be in accordance with the manipulation of appearances about him. ...Having shown the correct relationship to the order of things, the accused is deemed ready to take his punishment."

The method used by Ericson and Baranek has served them well to bring out an important theme:

"Thus, for the accused all the knowledge in the world about the formal rules will not allow him to engage in rational calculation and predictable action in relation to the rules of the particular criminal control organization he becomes caught up in."

A further conclusion is that reform which insists on the civil rights of the accused is doomed. As we have seen, to invoke rights often will be more costly to the accused than to have lost those rights.

It is at this point, it seems to me, that the weakness of the authors' method emerges.

Friedenberg remarks in his preface to the book that the authors are not reformists. This can mean that they warn against reforms doomed to failure; it can also mean that, in the face of the violence which their method is able to bring to light, they have nothing further to say. Such a method, I would argue, is defective. Its defect lies in the narrowness of its focus — a narrowness required, to be sure, to bring out the difference between real and formal choices. But to ask what ought to be done to change the criminal control system means going beyond the question of who has recipe knowledge to asking what larger socio-political purposes are served by these processes and, by implication, why it is that this particular subset of those who might be subjected to criminal control are actually inducted into the process.

Habermas has developed, especially in his criticism of Gadamer's work, the distinction between a hermeneutic and a critique of ideology. The meanings observable through an interpretation of the process of criminal control ostensibly contradict larger societal meanings of justice and freedom. The method used in this book will not enable us to test whether these ostensible contradictions are real, or whether the violence visited on those caught up in the criminal control system is not really meant to reflect and reinforce larger contradictions. Only a critique of ideology will enable such questions to be critically raised.

Professor Kerans is with the Maritime School of Social Work at Dalhousie University.

Bolivia from pre-European past to 1980s

by Peter Blanchard

Bolivia: The Evolution of a Multi-Ethnic Society. Herbert S. Klein. (New York & Oxford: Oxford University Press, 1982). \$9.75

among the highest death rates, lowest life expectancies, and lowest per capita wealth in the Western Hemisphere."

Despite growing awareness of the problems of Latin America, there remains a great deal of ignorance about this part of the world. The general impression still seems to be that Latin America is composed of countries ruled by military dictators, crippled by economic chaos, and devoted to social inequality. The view is not entirely incorrect, but it is woefully simplistic. As a result, it fails to convey the complexity of the societies and the numerous pressures that have affected the individual countries for centuries and continue to affect them today.

Oxford University Press has sought to eliminate some of this ignorance by publishing a series of relatively inexpensive histories of the individual countries. Works on Mexico, Argentina, Brazil, Peru, the Caribbean, Central America, Chile, and Venezuela have appeared, together with this study by Professor Herbert S. Klein of Columbia University. In 270 pages he details the development of Bolivia from its pre-European past to the 1980s, noting that despite profound changes it remains "a poor and relatively backward society ... Even today its 4.6 million nationals have

Bolivia's history has been one of frequent setbacks and unfulfilled expectations. It began to emerge as a definable political unit in the twelfth century with the formation of the Aymara empire. The Incas continued the process of cultural homogenization, as did the Spaniards who conquered the area in the 1530s. During the early colonial period Bolivia was the plum of the Spanish empire, a result of the discovery of the fabulously rich silver mines at Potosi in 1545 which profoundly influenced the development of Spain as well as Bolivia, or Upper Peru as it was called. Nevertheless, it remained something of a fringe area and quickly declined in importance as the mines were exhausted. It was the last area in South America to secure its independence in 1825 when it was named in honour of the liberator, Simon Bolivar.

As a republic its fortunes did not improve. The independence was interrupted a recovery in the mining sector and left the economy rural-dominated and subsistence-oriented. War with Chile in 1879 halted another mining recovery and cost Bolivia its nitrate fields and its access to the sea. A subsequent mining boom, based first on silver and then on tin, led to the develop-

ment of a republic its fortunes did not improve. The independence was interrupted a recovery in the mining sector and left the economy rural-dominated and subsistence-oriented. War with Chile in 1879 halted another mining recovery and cost Bolivia its nitrate fields and its access to the sea. A subsequent mining boom, based first on silver and then on tin, led to the develop-

One man's view...21

tions like the C.B.C., The National Film Board and the Canada Council. These government agencies, Woodcock states tend to impose a goal of uniformity — often called unity — on to the people of Western Canada.

Woodcock does not in any way attempt to hide the fact that he is taking strong issue with the policies of the federal government, particularly with the constitutional package of 1982, but also with respect to the Central Canadian and Eastern Canadian interpretations of history. For example, he writes:

Such a consistent bias in writing our history — for Creighton sustained to the end his abhorrence of anything approaching a regionalist interpretation of the Canadian past — makes it necessary to go back over the ground and see whether the assumptions fostered by mainstream Canadian historians have in fact been correct.

One may well question his interpretation of

Canadian history, just as others have questioned those of Edgar McInnis and Donald Creighton.

In brief, this book should not be seen as a text, nor as an authoritative history of Canada. Rather, it is one man's view of that history as interpreted from his own political and geographical perspectives. Certainly, many readers who do not share Woodcock's perspectives on Canada will question and find fault with his philosophy. Indeed, the reader frequently becomes more than just a little annoyed with the author's argument in many parts of this work. However, is this not the purpose of the author to provide an authoritative history, for he is discussing the problems of Western Canadian alienation, particularly that of British Columbia, and it is in this light that this book should be read and not other.

Professor Adamson is with the Department of Political Science at Acadia University.

VACANCIES . POSTES VACANTS

ADMINISTRATIVE POSITIONS

THE UNIVERSITY OF TORONTO. Faculty of Law Library. Applications are invited immediately for the position of Chief Librarian. The incumbent is responsible for the overall operation of the Law Library including staffing, services, budgeting and forecasting, collection development and facilities. The Law Library includes a staff of 15 full-time employees and houses a collection of 108,000 volumes. Qualifications: A B.L.S. or M.L.S. from an accredited institution. A law degree from an accredited institution is also highly desirable. It is expected that the incumbent will have had a minimum of 5 years experience at a senior level in a law or law-related library, have knowledge of library automation and have demonstrated excellent managerial skills. Salary: Commensurate with qualifications. Both women and men are encouraged to apply, and in keeping with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, including résumé and the names of three referees should be sent to Christine Koskinaki Attala, Assistant and Acting Chief Librarian, Faculty of Law Library, University of Toronto, 78 Queen's Park, Toronto, Ontario, M5S 1A1.

UNIVERSITY OF ALBERTA. Health Sciences Library. Head. The University of Alberta invites applications for the position of Head, Health Sciences Library. Qualifications required include a degree in library science, administrative experience, and a background in health sciences. Reporting directly to the Chief Librarian, the incumbent is responsible for operation and

CAUT ADVERTISING POLICY AND CENSURE

CAUT will carry advertisements from censured universities at the first and second stages of censure only. CAUT refuses ads from universities at the third stage of censure because the Council explicitly recommends that members not take positions at an institution at this stage of censure.

development of the Health Sciences Library with particular responsibility for planning, policy formulation, budget preparation and control, and staff deployment. Oversight of the collection development process and liaison with teaching departments is also involved. The Health Sciences Library will move into new quarters in the Health Sciences Centre in 1984. At that time it is expected that the incumbent will supervise seven professional staff and fifteen support staff. The position is classified at the Librarian 5 level, with salary range of \$40,644 to \$50,528 (1982-83). The date of appointment is September 1, 1983. Applicants should send curriculum vitae, transcripts of academic record, and the names of three referees to Peter Freeman, Chief Librarian, University of Alberta, Edmonton, Alberta, T6G 2J8. Closing date is May 31, 1983. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF TASMANIA. Chair of Law. Applications are invited for appointment to a Chair in the Faculty of Law. The present professorial salary is A\$46,577 p.a. Candidates who wish to apply should in the first instance write to the Registrar, University of Tasmania, Box 252C G.P.O., Hobart,

Tasmania, Australia 7001 to obtain a detailed statement of the conditions of appointment and an application form. Applications close on June 30, 1983.

UNIVERSITY OF SASKATCHEWAN. Western College of Veterinary Medicine, Department Head. The Western College of Veterinary Medicine, University of Saskatchewan, invites applications or nominations for the position of Head, Department of Anesthesiology, Radiology and Surgery. Duties include supervision of the academic undergraduate DVM courses and continued development of the post-graduate and research programs. There are 12 tenured positions in the department, currently 8 graduate students and 1 research associate. Qualifications include D.V.M. or equivalent degree, an earned doctorate or board certification in one of the departmental disciplines and academic credentials sufficient for appointment to the rank of Professor at this University. Salary and rank commensurate with training and experience. Administrative experience is desirable. The position is a three to five year renewable term and is available now and will be filled as soon as possible. Deadline for applications is June 01, 1983. Applica-

tions, nominations or correspondence should be sent to Dr. Gavin Hamilton, Dean, Western College of Veterinary Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Social Work. Director. Nominations and applications are invited for a Director of the School of Social Work who can provide dynamic academic and professional leadership. Academic rank is open, salary is negotiable and will be commensurate with qualifications and rank, and the appointment will be effective July 1, 1983 or as soon thereafter as mutually agreeable. Letters of nomination, and letters of application accompanied by a curriculum vitae and the names and addresses of at least three referees should be sent to Dr. William G. Webster, Chairman, Search Committee for a Director of the School of Social Work, c/o Dean of the Faculty of Social Sciences, Carleton University, Ottawa, Ontario, K1V 8W7. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents.

ACCOUNTING

McMASTER UNIVERSITY. Distinguished Professorial Chair in Accounting. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. As a senior academic appointee, the holder will be expected to provide leadership in scholarly research activities and in the development of programmes. A Ph.D. or DBA, with teaching and research ex-

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perence, is required. Salary will be commensurate with the nature of this distinguished position and is expected to exceed that of most senior academic appointments in business. The appointment date is open; however July 1, 1983 is preferred. Applications should be mailed to Dr. A.Z. Szendrovičs, Dean, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. ATKINSON COLLEGE. Administrative Studies. Applications are invited for a full-time tenure-stream position in the Department of Administrative Studies, which offers courses leading to the Degree of Bachelor of Administrative Studies (Ordinary and Honours) within Atkinson College. The College offers part-time evening programmes for students pursuing undergraduate degrees in Administrative Studies, Arts and Science in York University. Ability to teach and do research in one or more of the areas of Taxation, Systems Analysis, Operations Research, is required. Postdoctoral degree or equivalent qualification is also required. Experience in teaching mature students is desirable. Rank and salary will depend on qualifications and experience. A curriculum vitae and the names of three referees should be sent to Dr. V.S. MacKinnon, Chairman, Department of Administrative Studies, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. Applications will be accepted until the position is filled.

BIOCHEMISTRY

McMASTER UNIVERSITY. Department of Biochemistry. Postdoctoral Fellow/Research Associate available immediately for up to 3 years for studies on Viral Membrane Glycoproteins (VSV, HSV, MHV) involving construction and expression of chimeric genes and intracellular transport. Salary \$18,000 to \$21,000 per year. Experience in cell culture, recombinant DNA technology desirable. Send résumé and names of three referees to: Dr. H.P. Ghosh, Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, L8N 3Z5, Canada.

UNIVERSITY OF OTTAWA. Department of Biochemistry. Nutrition Program. Applications are invited for a full-time one-year position for 1983-84. Applicants must have a Ph.D. and teaching and research experience in areas of biochemistry related to food and nutrition. Preference will be given to candidates with post-doctoral experience. The appointment will be at the rank of Assistant Professor. The successful candidate will participate in teaching semester courses in food biochemistry, and laboratory facilities will be available for research in the candidate's area of expertise. Please submit application with curriculum vitae, publications list, and names of three referees to: Dr. M. Kates, Chairman, Dept. of Biochemistry, Univ. of Ottawa, Ottawa, Ontario, K1N 9B4. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Associate. This position, available on or about April 1, 1984, will involve basic research on the *in vivo* and *in vitro* assembly of a mammalian pneumovirus and investigation of the proteolytic processing of viral proteins. Candidates should possess a Ph.D. degree in Biochemistry and have had at least 2 years of postdoctoral training. The research work will require experience in the areas of animal virology, protein chemistry (including sequencing) and enzymology. Salary will start at \$19,600 per annum for an individual with two years' postdoctoral training, increasing by \$1,200 for each additional year. The University of Alberta is an equal opportunity employer, but in accordance with Canadian government immigration regulations, preference will be given to Canadian citizens or landed immigrants. Applications, including a detailed curriculum vitae and the names of three referees, should be sent to: Dr. D.G. Sorenson, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

BIOLOGICAL SCIENCES

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Environmental Toxicology. Applications are invited for a tenure-track position at the level of Assistant Professor. The successful applicant will participate in a programme in Environmental Toxicology at the undergraduate and graduate level. Candidates must have a Ph.D. degree with experience in toxicology and a strong record in research. The successful applicant will be expected to develop and maintain an active research programme in an area of toxicology appropriate to a Life Sciences department. Preference will be given to candidates eligible for employment in Canada at the time of application. The position is available immediately. Salary commensurate with experience. The current salary base for the Assistant Professor rank is \$25,807. Applications should include a curriculum vitae, a brief statement of research interests and objectives, and select reports of published research. Applicants should request confidential assessments of their research and teaching ability from at least three referees to be forwarded directly to: Dr. K.K. Nair, Chairman, Dept. of Biological Sciences, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Deadline for receipt of applications is 30 June, 1983, or until the position is filled.

McMASTER UNIVERSITY. Biology. The Department of Biology, McMaster University, invites applications for a position of Assistant Professor of Biology in the area of microbiology. We are looking for candidates who can be put forward for and obtain a 1984 NSERC University Research Fellowship. Research interests in genetics, molecular biology, or physiology are preferred. A completed curriculum vitae, including the names of at least three referees, should be received no later than June 30, 1983 by Dr. S.F.H. Threlkeld, Chairman, Department of Biology, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4K1.

BUILDING STUDIES

CONCORDIA UNIVERSITY. Centre for Building Studies. Construction Management. A tenure-track faculty position is available in the Bureau of Construction Management for the graduate and undergraduate programs in Building Engineering. Applications are sought from candidates whose interests lie in one or more of the following areas: safety, production, construction, construction management, technological innovations and site management. Desired qualifications include industry experience and a master's degree and preferably a Ph.D. in a closely related field. Duties include teaching graduate and undergraduate courses in the construction management branch, conducting research, supervision of graduate student research and liaison with industry. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Bilingualism (English-French) will be an asset. Salary, rank negotiable depending on qualifications. Interested candidates should apply in writing to: Dr. Paul Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

CONCORDIA UNIVERSITY. Centre for Building Studies. Computer Aided Building Design. The Centre is seeking applications for a tenure-track position in Computer Aided Building Design for immediate appointment. Situated in downtown Montreal, the Centre is responsible for a range of unique academic research programmes directed towards various fields within the discipline of building engineering, energy conservation, building science, building structure and construction management. Successful candidates will have a Ph.D. related to any of these areas and experience related to the development and application of software for Computer Aided Building Design. Duties include teaching at undergraduate and graduate levels, supervision of graduate students and research aimed at improving the productivity of the building industry through more effective use of computers. Research positions are also available in this area. In accordance with Canadian requirements, this advertisement is directed to Canadian citizens and permanent

residents. Bilingualism (English and French) will be an asset. Salary and rank are negotiable depending on academic qualifications and experience. Send a complete résumé with three references to: Dr. P. Fazio, Director, Centre for Building Studies, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8.

BUSINESS ADMINISTRATION/COMMERCE

UNIVERSITY OF NEW BRUNSWICK. Faculty of Administration. Commerce. Applications are invited for tenure-track or term positions in the following fields: Accounting, Finance, Business Policy, Management Science, Marketing, Management, Industrial Relations, and Personnel. Rank and salary are open and depend on qualifications and experience. Successful candidates will carry out research and teach in a dynamic undergraduate program and a new part time masters program. Submit curriculum vitae and names of three referees to: Dr. Eric West, Dean, Faculty of Administration, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B., Canada, E3B 6A5.

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting (5 positions); Management Information Systems (2 positions); Finance (2 positions); Business Policy (1 position); Organization Behavior (1 position); Industrial Relations (1 position); Legal Relations (1 position); and Statistics (1 position). Ph.D. or equivalent required or candidate should be at the position of assistant professor. Salary and rank depend on qualifications. Ranges are: Assistant Professor \$27,720 to \$39,820; Associate Professor \$35,420 to \$51,658; Professor from \$46,010. In addition, market supplements to ensure competitive offers are negotiable. Appointments normally effective July 1. Send résumé to: Dr. Roger S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

UNIVERSITY OF WINDSOR. Faculty of Business Administration. Positions available in (i) Accounting, (ii) Administrative Studies, (iii) Finance, (iv) Management Science, (v) Marketing, (vi) Business Policy and International Business. M.B.A. or DBA (completed or near completion), preferably with business teaching and research experience; for Accounting, MBA plus professional designation and relevant experience considered. Research and teaching at both MBA and Bachelor of Commerce levels. Salary and rank negotiable depending on qualifications. Apply to: Dr. G.H. Neal, Interim Dean, Faculty of Business Administration, University of Windsor, Windsor, Ontario, N9B 3P4. Appointment date open: July 1, 1983 preferred. Preference given to Canadian citizens and permanent residents. However, all qualified persons are invited to apply.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following fields: (i) Accounting, (ii) Business Policy, (iii) Finance, (iv) Information Systems. Rank depends on qualifications and experience; preferably at the Assistant, Associate or Full Professor level. Visiting appointment is also possible. Ph.D. or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Information Systems will be expected to contribute to the major field of the Ph.D. program in Management Science/Systems, others to the minor. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open: July 1, 1983 preferred. Application date closes when position is filled. Applications should be sent to: Dr. A.Z. Szendrovičs, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance. Applications are invited for faculty positions from those with teaching and research interests in Accounting (i) accounting, (ii) financial accounting (iii) finance (iv) taxation. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1983 or by arrangement. Appointments available until positions filled. Send résumés to Dr. John R.

Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval.

CHEMISTRY

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry. Applications are invited from qualified candidates for appointments as Postdoctoral Fellows and Research Associates in the following fields: theory of conformational changes and chemical reactions, energy hypersurfaces, quantum chemistry of biomolecules, photochemistry and radiation chemistry of transition metal complexes and high pressure chemistry; laser photochemistry, photophysics and spectroscopy, laser induced fluorescence studies of proteins; thermodynamic and dynamic investigations of microemulsions; organometallic chemistry; organic reaction mechanisms; electron spin resonance of solid state defects and organic radicals, spin-Hamiltonian theory; chemical reactions generated by ultrasound, dynamics of fast reactions using ultrasonic techniques. Positions are tenurable initially for one year, renewable, at rates up to the maximum allowed by the NSERC grant regulations. Send curriculum vitae, transcripts and names of three referees to the undersigned, from whom further particulars may be obtained: Dr. D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada. Telephone 306-343-2933.

UNIVERSITY OF WATERLOO. Chemistry. Applications are invited for the position of Analytical chemist, rank open, leading to a tenured appointment. Evidence of research productivity at a high level of quality is required. A commitment to excellence in teaching and research is expected. Excellent opportunities exist for research and graduate student supervision with the Guelph Waterloo Centre for Graduate Work in Chemistry. Current salary minima are: \$24,100 assistant, \$31,300 associate, \$41,000 professor. Salary rank and commensurate with the amount and quality of experience. Applicants should send a complete curriculum vitae, a description of research interests and names of three referees to Dr. D.E. Irish, Department of Chemistry, University of Waterloo, Waterloo, Ontario, N2L 3G1, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CLASSICAL STUDIES

UNIVERSITY OF TORONTO. Classics. Subject to budgetary confirmation, the Department of Classics, University of Toronto, will make a seasonal appointment, September 1, 1983 - April 30, 1984, at the level of instructor with a salary of \$18,000. The duties involved will be the teaching of three undergraduate courses, two in Ancient History and one in Latin. Applicants should have completed or be completing a Ph.D. in Classics. Applications with a C.V. and the names of three referees should be sent to Professor T.D. Barnes, Department of Classics, 16 Hart House Circle, University of Toronto, Toronto, Ontario, M5S 1A1, by May 31, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Classical Studies. Applications are being accepted for the position of full-time lecturer/assistant professor (July 1, 1983 - June 30, 1984). Candidates must have a Ph.D. in Roman civilization courses. Salary dependent on qualifications. Send applications to: Dr. P.Y. Forsyth, Chairman, Department of Classical Studies, University of Waterloo, Waterloo, Ont., N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian Immigration re-

quirements, this advertisement is directed to Canadian citizens and permanent residents.

COMPUTER SCIENCE

THE UNIVERSITY OF NEW BRUNSWICK. Computer Science. Tenure-track, Ph.D. (or be nearing completion) in Computer Science desirable, various areas — operating systems, software engineering, digital systems and networks, systems design, microprocessors, computer graphics or data base systems. Teaching at the undergraduate and graduate levels and collaborative research. Salary and rank commensurate with qualifications and experience. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., Canada, E3B 5A3. Starting July 1st, 1983. Closing date: Closing: when position filled.

THE UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for five tenure-track positions at the Assistant, Associate or Full Professor levels. The Department is currently involved in an expansion program to meet increasing student enrolment. Candidates must have a Ph.D. in Computer Science or related field or demonstrated equivalent achievement in education and research. Responsibilities include teaching at the graduate and undergraduate levels and research. Candidates from all areas will be considered, although preference will be given to applicants with expertise in the areas of Networks, Programming Languages, Operating Systems and Computer Architecture. Current hardware support includes an mdah 580/586 VAX-11/780's, Nanodata OM-1, PDP-11's, a PLATO system, and well-equipped mini and micro computer laboratories. 1982/83 Salary Range: Assistant Professor — \$27,720 to \$39,820; Associate Professor — \$35,420 to \$51,558; Professor — \$40,010 to \$56,146. Curriculum vitae and names of three references to: Dr. Lee J. White, Chairman, Department of Computing Science, University of Alberta, Edmonton, Alberta, T6G 2H1. The University is an equal opportunity employer but, in accordance with the Canadian Immigration requirements, this advertisement is addressed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF REGINA. Department of Computer Science. Title of position: Assistant or Associate Professor. Qualifications required: Applications are invited for faculty positions in the Computer Science Department at the University of Regina. This expanding Department is seeking individuals with expertise in databases, operating systems, programming languages or computer systems, but applicants with other active interests in the field are eligible. Eligibility: In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The Department: The Computer Science Department presently has twelve full-time faculty members, four laboratory instructors, two technicians and approximately 2,000 students/semester enrolled in its classes. Modelling, interactive graphics, software engineering, document retrieval, database management systems, artificial intelligence, theory of computing, mathematical software, business systems, performance measurement, programming languages, computer assisted instruction and software. The Department has four computing laboratories containing a variety of mini computers and micro computers for instructional and research activities, and the University has a Honeywell Sigma 9 and VAX-11/750 on campus as well as telecommunications access to a 370/158, a 370/163 and a 3032. Salary offered: Salary negotiable according to qualifications and experience. Salary range: \$25,800 to \$47,855. Subject to budget approval. Person to whom applications should be addressed: Dr. R.B. Maguire, Head, Department of Computer Science, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective date of appointment: July 1, 1983. Closing date for receipt of application: May 31, 1983.

UNIVERSITY OF WATERLOO. Computer Science. The University of Waterloo, Department of Computer Science invites applications for a faculty position in the area of Information Systems. The candidate is expected to hold a Ph.D. degree in Computer Science, Information Systems, Management Systems, or related fields, or

equivalent experience. An M.B.A. degree would be desirable though not necessary. Salary and rank according to experience. The successful candidates will be expected to participate in the teaching and research activities of the Department, and to provide leadership in the development of the curriculum in Information Systems and related areas. The Computer Science Department is located in the Faculty of Mathematics which has large programs for students specializing in Computer Science, Mathematics, Accounting, and Business Administration. There are excellent opportunities for interaction with professors of Computer Science, Statistics and Operations Research in the Faculty of Mathematics, Management Science in the Faculty of Engineering, and Accounting in the Department of Economics. For further information contact Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Computer Science. The University of Waterloo invites applications for faculty positions at the Assistant, Associate, or Full Professor level. A Ph.D. in Computer Science is required, with evidence of outstanding research accomplishment or potential. All areas will be considered. Salary according to experience. This position is subject to availability of funds. Applications should include a curriculum vitae and the names of three references and should be directed to Professor J.A. Brzozowski, Chairman, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. ATKINSON COLLEGE. Department of Computer Science and Mathematics. Applications are invited for a tenure-stream position in Computer Science effective July 1, 1983. Candidates should have a Ph.D. in Computer Science, and have broad interests preferably including Database and Information Systems. Applicants will include undergraduate teaching and research. Rank and salary will be commensurate with qualifications and experience. The appointment is subject to budgetary approval. Atkinson College is a faculty of York University, whose students study on a part-time basis at night towards undergraduate degrees of York University (B.A. Ordinary and Honours, B.Sc. Ordinary, B.A.S. Ordinary and Honours, B.S.W. Honours). Faculty and students currently have access to an NAS/6, a VAX-11/780/MS, an IBM 4341/1VM/CMS, a DEC-1080, and a variety of micros. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Letters of application with curriculum vitae and names of three (3) referees should be sent to: Dr. J. McNamee, Chairman, Computer Science Programme, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7.

CRIMINOLOGY

UNIVERSITY OF NEW BRUNSWICK. Criminology. Applications are invited for a possible tenure-track position in Criminology, subject to budgetary considerations. Candidates should have the Ph.D. and have demonstrated applied experience in an appropriate area of Criminology. This position requires that candidates be able to teach courses in Deviance, Delinquency, Criminology, and Penology, and be strongly committed to research in this area. Salary is commensurate with qualifications and experience, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and lists of three referees to: Dr. Peter McGeehan, Chairman, Department of Sociology, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B. E3B 6E5.

DRAMA

UNIVERSITY OF WINNIPEG. Department of

Theatre and Drama. Applications are invited for a probationary or sessional appointment at the rank of Lecturer or Assistant Professor to commence September 1, 1983 contingent upon budgetary approval. Preference will be given to applicants with a Ph.D. or near, preferably with teaching experience. Professional acting experience also desirable. Applicants must have a sound academic background in the theory and practice of acting, and in acting styles, historical and contemporary. Duties will include teaching courses in the theory and practice of acting and in acting style as it relates to period and genre; directing university theatre productions; and assisting in the administration of a comprehensive production training program. Salary commensurate with qualifications and experience. Applications, including a curriculum vitae and the names of three referees, should be sent to: Prof. Reg Skene, Acting Director, Department of Theatre and Drama, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Closing date for applications: June 1, 1983 or until position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF SASKATCHEWAN. Department of Drama. A two-year appointment at the Assistant Professor rank is available July 1, 1983 (subject to budgetary confirmation). The candidate will be expected to teach directing, voice, speech, and acting, and to direct departmental productions. Applicants should have professional experience and/or academic qualifications. Preference will be given to candidates with a combination of both professional experience and academic qualifications. The salary range (1982-83) is \$26,907 to \$35,007. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor T. Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITY OF SASKATCHEWAN. Drama. A ten-month appointment at the rank of Lecturer or Assistant Professor is available September 1, 1983 (subject to budgetary confirmation). The candidate will be responsible for teaching Drama classes in the areas of Acting (introductory and secondary courses) and Theatre History. In addition to teaching duties, the candidate may be requested to assist in the production season of GreyStone Theatre in such areas as administration, directing, organization and/or public relations. The successful applicant should have professional and/or university training (M.A. level); teaching experience in the above areas is desirable. 1982-83 salary ranges are \$21,220 to \$26,908 (Lecturer) and \$26,907 to \$35,007 (Assistant Professor). In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents. Apply to: Professor T. Kerr, Head, Department of Drama, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

MCMASTER UNIVERSITY. Drama. Applications are invited for a Sessional Instructor in Dramatic Arts for the 1983-84 academic year, to teach courses in acting and directing in the interdisciplinary programme in Dramatic Arts. Experience in university teaching is desirable. Salary commensurate with qualifications and experience. The appointment will take effect on September 1, 1983. Applications will be considered until the position is filled. Applications with full curriculum vitae and the names and addresses of three referees should be sent to: Dr. A.S. Brennan, Dramatic Arts, McMaster University, Hamilton, Ontario, L8S 4L9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ECONOMICS

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Macro and Monetary Economics. The Department is seeking a candidate for a full-time probationary position (tenure track) beginning 1 July 1983. The candidate will be expected to: 1) perform research; 2) supervise masters students; 3) teach undergraduate and graduate courses primarily in macro and monetary economics. Candidates should have received

the Ph.D. or be in residence in a doctoral programme close to the completion of the degree. Rank and salary are open to negotiation within the parameters of the collective agreement. Applications including a c.v. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service No. 45555, Fredericton, N.B. Canada, E3B 6E5. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF NEW BRUNSWICK. Department of Economics. Specialist in Regional Economics. The Economics Department is seeking to fill a full-time probationary position (tenure-track) beginning July 1, 1983. The candidate will be expected to: 1) perform research; 2) supervise masters students; 3) teach undergraduate and graduate courses primarily in regional economics. Candidates should have received the Ph.D. or be in residence in a doctoral programme close to the completion of the degree. Rank and salary are open to negotiation within the parameters of the collective agreement. Applications including a c.v. and the names of three referees should be sent to: Professor J.R.G. Brander, Chairman, Department of Economics, University of New Brunswick, Bag Service 45555, Fredericton, N.B., E3B 6E5. This position is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SIMON FRASER UNIVERSITY. Economics. The Department of Economics, Simon Fraser University invites applications for a visiting or 8-month term appointment beginning September 1, 1983. Applications should preferably have a Ph.D., although those who are completing their doctoral dissertation will be considered. Major fields of interest are macroeconomics, microeconomics, money and banking and transportation at the graduate and undergraduate levels. Salary commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applicants are invited to submit their curriculum vitae and names of three references to: Dr. Kenji Dkuda, Chairman, Department of Economics, Simon Fraser University, Burnaby, B.C. V5A 1S6 preferably by June 1, 1983.

EDUCATION

THE UNIVERSITY OF MANITOBA. Continuing Education Division. Applications are invited for a program co-ordinator in the Department of Professional and Technical Studies. This is an academic appointment at the instructor level. Applications should include graduate training (minimum of Masters degree) preferably in adult or continuing education with appropriate education and/or experience. Responsibilities will include the design, development and implementation of non-degree programs in the area of engineering and architecture. The salary range is \$23,000 - \$25,000. Canadian citizens, landed immigrants and others eligible for employment in Canada at the time of application are especially encouraged to apply. Applications including a curriculum vitae and the names of three referees should be addressed to: G. Thompson, Acting Director, Personal and Professional Development Programs, 541 University Centre, University of Manitoba, Winnipeg, Manitoba, Canada, R6T 2N2. Deadline for applications is May 31, 1983.

THE UNIVERSITY OF MANITOBA. Continuing Education Division. Co-ordinator. Northern Centre for Management and Development Studies. The University of Manitoba and the Keweenaw Trust Council have received a grant from the Donner Foundation to establish a centre for management training in Northern Manitoba. The co-ordinator's responsibilities will include establishment of the centre, recruiting and supervising students, teaching, program development, identifying instructors working with rural communities and general administration of the program. The incumbent will be required to reside in Thompson, Manitoba. Qualifications: Minimum Master's degree in Business, Management or Community Education; Northern working experience. Rank: Instructor II. Salary: Negotiable.

within the rank depending on qualifications and experience. This is a term position for a period of three years renewable depending on funding. Responsibilities to begin July 1, 1983. Please apply, including a full résumé and the names and phone numbers of three references, to: Dr. H. Poonwasse, Continuing Education Division, 541 University Centre, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. Application deadline: May 31, 1983. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF MANITOBA. Department of Educational Administration and Foundations. Applications are invited for a one-year term appointment within the Department of Educational Administration and Foundations. 1. Assistant Professor. 2. Applicant should possess a Ph.D. or equivalent, with specialization in either politics of education or educational finance, and demonstrated research interest in post-secondary education. 3. Duties will include undergraduate and graduate instruction, involvement in the field activities of the Department, and research. 4. Salary commensurate with qualifications. 5. Dr. A.D. Gregor, Head, Department of Educational Administration and Foundations, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. 6. July, 1983. 7. When filled. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Education. York University, Faculty of Education, invites applications for nine appointments, five of which are for one year term or term and the last two of which are solely term: (1) in pedagogy (curriculum design and methods of teaching) for the pre-service program in the area of the elementary school curriculum, (2) in foundations areas (sociology or psychology) for the pre-service and in-service programs in such areas as socialization and child development, leadership and organizational analysis, and group process, (3) in reading and language arts for the pre-service and in-service or graduate programs, (4) in special education, particularly for the graduate program in the teaching of the hearing impaired but also for the general pre-service and in-service programs, (5) and (6) in special education, particularly for learning disabilities, for the graduate program on Language and Learning Problems and for the general pre-service and in-service programs (7) in the pedagogical use of computers across the curriculum and across school age levels, primarily for the in-service program, (8) in elementary mathematics (and possibly science) education for the pre-service program, and (9) in special education, particularly for the pre-service program, with strength in programming and assessment. For all positions, the ideal candidates should have successful school-based experience, a record of scholarly and teaching excellence, and an ability to collaborate with field and university colleagues. Rank and salary will be commensurate with qualifications and experience. All positions are pending administrative approval and would commence September 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications should be sent as soon as possible to: Dean Andrew Efrat, Faculty of Education, York University, 4700 Keele Street, Downsview, Ontario, M3J 1P3.

ENGINEERING

McGILL UNIVERSITY. MACDONALD CAMPUS. Faculty of Agriculture, Department of Agricultural Engineering. Full-time Lecturer in Agricultural Engineering, one year renewable terms leading to potential promotion to Assistant Professor rank. Knowledge of Canadian agricultural qualifications necessary. Ph.D. in Agricultural Engineering with a specialization in Structures and Environment preferred. Duties involve undergraduate teaching, research and graduate student supervision. Salary \$2000 per month (1982-83). Send applications and request three references to write to: Dr. E. McKyes, Chairman, Dept. of Agricultural Engineering, McGill University, Macdonald Campus, Box 950, Ste. Anne de Bellevue,

P.D., H9X 1C0.

PEDAGOGICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering. Applications are invited for full-time, tenure-track faculty positions in the Department of Electrical Engineering in the following areas: "Digital Electronics and Computer Engineering *Networks, Filter and Systems *Power Systems, Machines and Power Electronics *Communication Systems *Microwaves and Optical Electronics. Duties include teaching at the undergraduate and graduate levels, supervision of M.Eng. and Ph.D. students, and active research in the area of specialization. Applicants should have a doctoral degree and some teaching experience. Industrial experience will be an asset. Excellent research facilities exist in the Department, the Applied Microelectronics Institute and the School of Computer Science, all on the same campus. The rank and salary for each position is commensurate with qualifications and experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a detailed curriculum vitae and three references to: Dr. W.Z. Fam, Professor and Head, Department of Electrical Engineering, Technical University of Nova Scotia, P.D. Box 1000, Halifax, N.S., Canada, B3J 2X4.

CARLETON UNIVERSITY. Department of Systems and Computer Engineering. Computer Engineering Faculty Position. Carleton University's Department of Systems and Computer Engineering has openings for preliminary (tenure-track), term, or visiting appointments at the assistant or associate professor level. Duties will include research and teaching at the undergraduate and graduate levels in the areas of computer engineering (programming languages, digital machine architecture, digital systems, microprocessors, computer communications, and associated hardware and software). Positions are subject to budgetary approval. Research equipment available: Vax 11/750 and an Ethernet LAN with state-of-the-art professional workstations. A LISP machine located in the School of Computer Science will be linked to the Department by the LAN. Applicants should have a Ph.D. degree or equivalent. As required by the Employment and Immigration Canada regulations, preference will be given to Canadian citizens and landed immigrants. Letters of inquiry and application should be addressed to: The Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

UNIVERSITY OF GUELPH. School of Engineering. One Assistant Professor position - available in the School of Engineering. Teaching in support of the areas of Water Resources Engineering for the B.Sc. (Eng), B.Sc. (Agr), M.Sc. and Ph.D. programs, and the Diploma in Agriculture. Responsibilities include teaching undergraduate and graduate courses in Fluid Mechanics, Hydrology, Hydraulics, Water Management and Water Resources Design. An interest in research compatible with the School's activities and in participation with other faculty in the academic and administrative affairs of the School is desired. Research is concentrated in water use, water management, drainage and irrigation. Candidates should have a Ph.D. degree (or be near completion) with teaching and research experience. Industrial experience is desirable. The deadline for applications is 31 May, 1983. It is hoped that this position will be filled on 1st September, 1983 and subject to budgetary approval. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications including detailed curriculum vitae, names and addresses of three professional references should be directed to: Dr. J.C. Joffrey, P.Eng., Professor and Acting Director, School of Engineering, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF REGINA. Industrial Systems Engineering Program. Associate Professor position for teaching and research in Industrial Systems Engineering. Teaching involves primary third and fourth year undergraduate classes including facilities planning, human factors engineering, manufacturing processes and machinery, systems management and optimization, and engineering law and professionalism. Requires ability to teach some engineering subjects from first two years, including engineering projects. Desired

background includes eight or more years of industrial and teaching experience, including work in manufacturing and/or petrochemical industrial. Prefer Ph.D. in an engineering field or M.Sc. in Industrial Engineering, and an M.B.A. degree or engineering management experience. Apply to Professor D. Scar D. Seawell, Co-ordinator, Industrial Systems Engineering, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration requirements, applications for this position will be accepted from Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for the position of Assistant or Associate Professor of Electrical Engineering. Candidates are expected to have an earned doctorate with a commitment to excellence in teaching and research. Duties will include teaching, research and graduate student supervision. There is particular interest in an appointment in the areas of computer-aided design of circuits and systems, semiconductor devices and computer architecture. The salary offered will be commensurate with qualifications and experience. Applications should be sent to the Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Date of appointment is expected to be September 1983. Closing date for receipt of applications is 31 July 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO. Engineering. Applications are invited for junior faculty positions in all engineering departments, Chemical, Civil, Electrical, Geological, Mechanical and Systems Design. Candidates must be eligible to apply for the National Science and Engineering Research Council of Canada Fellowships. These Fellowships provide \$20,500 per year and this will be supplemented depending upon qualifications and experience. Candidates must have a commitment to excellence in teaching and research. These awards are only available to Canadian citizens or permanent residents. Résumés should be sent to: Dean, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1.

ENGLISH/HUMANITIES

YORK UNIVERSITY. ATKINSON COLLEGE. English/Humanities. The Departments of English and Humanities, Atkinson College, York University, seek candidates for a tenure-track appointment at the Assistant Professor level, commencing September 1, 1983. Responsibilities include: (1) the designing, administration and teaching of courses related to critical reading and writing and (2) teaching in the field of 20th century literature and culture within a humanities programme. Ph.D. in a humanities discipline required. Experience in teaching mature students and in interdisciplinary programmes desirable. Applications including full c.v. and names of three referees should be forwarded by June 1, 1983 to: Professor M. Herren, Chairperson, Department of Humanities, Atkinson College, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R7. In accordance with the Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

ENVIRONMENTAL PLANNING

NOVA SCOTIA COLLEGE OF ART AND DESIGN. Environmental Planning. Assistant or Associate Professor, Environmental Planning for the spring semester of the 1983-84 academic year and for the following academic year 1984-85, to teach intermediate and advanced level planning studios and complementary academic courses. Desirable qualifications include extensive professional experience in both landscape architecture and environmental planning, including resource management and design with related teaching experience; graduate degrees in either Landscape Architecture or Planning and CIP membership or eligibility. This is a senior level position. Address letter of application with detailed curriculum vitae, professional project work and responsibilities and

names of references to: Chairperson, Design Division, Nova Scotia College of Art and Design, 5163 Duke Street, Halifax, Nova Scotia, B3J 3J6.

FINE ARTS

UNIVERSITY OF REGINA. College of Fine Arts. Assistant Professor (subject to budgetary approval). M.F.A. or equivalent professional experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. To teach in the production side of a four year B.F.A. degree programme. Emphasis in narrative, documentary and experimental film-making, a background in script-writing and production management an asset. Salary commensurate with qualifications. Curriculum vitae together with a demonstration reel or tape to Professor R.J.W. Swales, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. Effective July 1, 1983.

UNIVERSITY OF REGINA. Fine Arts - Film & Video. University of Regina invites applications for Assistant Professors of Fine Arts (Film & Video). Two positions - One position a sabbatical leave replacement. To teach in the production side of a four year B.A. degree in Fine Arts degree programme. Emphasis is on narrative documentary and experimental film-making; a background in script-writing and production management would be an asset. Applicants must have a Masters of Fine Arts degree or equivalent professional experience. Salary commensurate with qualifications. Applications will be accepted until May 31, 1983. Appointment will be effective July 1, 1983. Forward curriculum vitae, together with a demonstration reel or tape to: Dr. R.J.W. Swales, Associate Dean, College of Fine Arts, University of Regina, Regina, Saskatchewan, S4S 0A2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FOOD SCIENCE

UNIVERSITY OF GUELPH. Department of Food Science. An assistant professor position is available in the Department of Food Science for an individual with a Ph.D. in Food Science from a recognized university. The successful applicant will have a strong background in food chemistry and general interest in food science with fruit and vegetable orientation. Teaching responsibilities include the food chemistry area at both the undergraduate and graduate levels. Excellent opportunities exist for the development of a research program in similar areas with funding from government and industry. Applicants should have an interest in working in a multidisciplinary environment and should be prepared to work closely with other research institutes and industry. The position is divided chiefly between research and teaching. Salary is commensurate with qualifications. Send full curriculum vitae, selected reprints and three references to: Dr. W.R. Usborn, Chairman, Department of Food Science, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Position subject to final budgetary approval and commences August 1, 1983. Deadline for applications is May 30, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FORESTRY

UNIVERSITY OF NEW BRUNSWICK. Faculty of Forestry. Applications are invited for a limited-term appointment as a lecturer in forest plants. Minimum qualifications are a Master's degree in an appropriate discipline, at least one degree in forestry, demonstrated working knowledge of the tree, shrub, and other forest flora of eastern Canada, teaching experience, and research experience in some aspect of forest-plant relationships. Duties include teaching an undergraduate forestry course in forest plants, assisting in teaching and in laboratories in dendrology, silvics, and tree development, supervising undergraduate students writing plant-related theses, and assisting in research in forest-plant

responses to disturbance and vegetational development. An ability to interact closely with others teaching in related fields is imperative. Salary — \$20,229 - \$26,171. Appointment effective 1 July 1983 subject to staffing approval. Closing date for applications June 1, 1983. Send applications, including curriculum vitae and elaboration of experience and knowledge of forest flora, and names of three referees, to Dr. I.R. Methven, Department of Forest Resources, University of New Brunswick, Bag Service No. 4455, Fredericton, N.B., E3B 6G2. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

FRANCAIS

UNIVERSITE LAURENTIENNE. Français. Le Département de français est à la recherche d'un professeur de la langue française: Enseignement du français langue seconde et/ou du français langue maternelle en situation minoritaire. Doctorat en linguistique appliqué, préférence ainsi qu'expérience dans l'enseignement de la langue maternelle aux adultes. Poste à compter du 1er juillet 1983. L'Université Laurentienne offre des chances égales d'emploi aux hommes et aux femmes qualifiées. En conformité avec les exigences de l'immigration canadienne, la préférence sera accordée aux citoyens canadiens et aux résidents permanents. Adresser curriculum vitae à M. Benoit Cazabon, directeur, Département de français, Université Laurentienne, Sudbury (Ontario), P3E 2C6.

GEOGRAPHY/GEOGRAPHIE

UNIVERSITY OF GUELPH. Department of Geography. Two positions commencing September 1, 1983. 1. Contractually limited positions for two years (subject to budgetary approval). Assistant Professor with Ph.D. A physical geographer with research interests in biophysical processes and applied biogeography/ecology. Ability to teach both geomorphology and climatology at the introductory level and some competence in one of the following: computer cartography, quantitative methods, or cartography. 2. Sessional appointment for one year (subject to budgetary approval). Teaching responsibilities primarily in introductory climatology and/or geomorphology. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications with names of three referees to: Dr. Michael R. Moss, Chairman, Department of Geography, University of Guelph, Guelph, Ontario, N1G 2W1. Closing date for applications: May 31, 1983.

UNIVERSITE DE L'ALBERTA. Faculté Saint-Jean. Géographie. La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint temporaire (1er septembre) 1983 — 30 avril 1984 en géographie. Exigences: Doctorat en géographie. Responsabilités: Enseignement au 1er cycle. Traitement en fonction des titres et de l'expérience. Salaire minimum \$2,310 par mois (barème 1982-83). Envoyer curriculum vitae et noms de trois référents à: Dr. E.V. Blackburn, Vice-Chairman, Faculté Saint-Jean, Université de l'Alberta, 8406-91 Street, Edmonton, Alberta, T6C 4G9. Date limite de réception de demandes: 30 juin 1983 ou dès que le poste est comblé. L'Université de l'Alberta a une politique d'égalité en matière d'emploi. Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

UNIVERSITY OF TORONTO. Department of Geography. Pending budget approval, applications are invited for a one-year contractually-limited appointment at the rank of Assistant Professor to teach analytical methods, including a basic matrix methods course. An interest in an applied aspect of economic geography or planning, including transportation, an asset. Ph.D. required. Letter of application with curriculum vitae and names of three referees familiar with teaching experience and research background should be sent to Professor J. Britton, Chairman, Department of Geography, University of Toronto, Toronto, Ontario, Canada, M5S 1A1 before May 31, 1983.

GEOLOGY

UNIVERSITY OF REGINA. Department of Geology, Assistant Professor. Applications are invited for a 12-month, sabbatical replacement. Ph.D. To teach geochemistry, igneous petrology and mineralogy. Depending upon qualifications and budget allocations term will commence July 1, 1983 at a salary range of 25,790-37,409 per annum. Preference will be given to candidates eligible for employment in Canada at time of application. Curriculum vitae, telephone number, and names of three referees should be sent to: Dr. D.M. Kent, Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2. Deadline for receipt of applications is May 31, 1983.

GERMAN

CARLETON UNIVERSITY. German. The Department of German has an opening for a two-year term appointment at the assistant professor level beginning July 1, 1983. (There is the possibility of a tenure-track position in 1985-86). The position requires a doctorate (20th century German literature), native fluency and language teaching experience at the university level. Duties will include: teaching of language courses and literature courses on the undergraduate and graduate levels. The minimum salary in 1982-83 is \$22,750. Applications, including a curriculum vitae and the names and addresses of three referees, should be sent to: Dr. Jutta Goehne, Chairman, German Department, Carleton University, Ottawa, Ontario, K1S 5S6, by June 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HISTORY/HISTOIRE

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. History. The Erindale Campus of the University of Toronto wishes to make a three-year contractually limited appointment in Medieval or Early Modern European History at the rank of Assistant Professor or Lecturer, budget permitting. Preference will be given to candidates with a completed Ph.D. and teaching experience. The appointment will take effect from July 1, 1983, at a salary dependent on qualifications and experience. Closing date for applications is when the position is filled. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications and enquiries should be sent to Professor R.W. Pruessen, Erindale Campus, University of Toronto, Mississauga, Ontario, L5L 1C6.

YORK UNIVERSITY. ATKINSON COLLEGE. History. Applications are invited for a one-year contractually limited appointment at the rank of Assistant Professor in the area of Canadian History, to teach the history of Italian immigrants to Canada, in particular. Ph.D. is required. Teaching experience and publications are preferred. Applications along with curriculum vitae and the names and addresses of three referees should be sent to Professor Stephen Endicott, Chairperson, Department of History, Atkinson College, York University, Downsview, Ontario, M3J 2R7. The effective dates of this appointment are September 1, 1983 to August 31, 1984 and the successful candidate will be expected to teach a course on load in the summer session, 1984. Applications will be received until May 30, 1983. This appointment is subject to budgetary approval. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAURENTIAN UNIVERSITY. Department of History. Applications are invited from men and women for a possible two-year replacement position at the assistant/associate rank in 19th century European social history, with teaching fields preferably in British and/or Russian history. Ph.D. and publications are necessary. Bilingualism (French and English) required. Term to commence September 1, 1983. This position is subject to budgetary considerations. Applications, including a curriculum vitae and the names of three referees, should be sent to Dr. R.M. Bray, Chairman, Department of

History, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITE LAURENTIENNE. Département d'histoire. Possibilité d'un poste de professeur adjoint ou agrégé en histoire sociale européenne contemporaine. Compétence en histoire russe ou anglaise préférée. Le doctorat et des publications exigées. Poste bilingue (anglais et français). Débute le 1er septembre 1983. L'offre est sujette à l'approbation budgétaire. Envoyer la demande, compris un curriculum vitae et le nom de trois références, à Monsieur R.M. Bray, directeur, Département d'histoire, Université Laurentienne, Sudbury, Ontario, P3E 2C6. En conformité aux lois d'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université Laurentienne offre des chances égales d'emploi aux hommes et aux femmes qualifiées.

UNIVERSITY OF VICTORIA. Department of History. One or two sessional appointments to teach combinations of modern European, Japanese, and twentieth-century world courses. Term of appointment: September 1, 1983-April 30, 1984. The appointment in modern European or twentieth-century history may be extended a further two years. Applications, including curriculum vitae and the names of three referees, should be sent to Dr. I. MacPherson, Chairman, Department of History, University of Victoria, Victoria, B.C., V8W 2Y2. Closing date of applications: when position is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

UNIVERSITY OF VICTORIA. Department of History. Applications are invited for a tenure-track appointment at Assistant Professor level in nineteenth or twentieth-century Canadian history. Appointment subject to funding. Ph.D. must be completed. Preference will be given to working class and/or urban history. Appointment date: July 1, 1983. Applications, including c.v. and the names of three referees, should be sent to Dr. I. MacPherson, Chairman, Department of History, University of Victoria, Victoria, B.C., V8W 2Y2. Closing date of applications: when position is filled. Canadian Immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons.

HISTORY — CARIBBEAN APPOINTMENT

YORK UNIVERSITY. Division of Humanities: Caribbean Appointment. The Division of Humanities at York University invites applications for a one-year contractually limited appointment in the area of English-speaking Caribbean cultural history. The appointment is effective July 1, 1983. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Candidates will be expected to participate in York's interdisciplinary teaching and research programmes in Caribbean and Latin American Studies, and to have teaching interests and experience in general areas of the Humanities, Ph.D. or equivalent. Applications including curriculum vitae and names of three referees to Professor Hugh Pary, Chairman, Division of Humanities, Winters 225 York University, Downsview, Ontario, M3J 1P3.

HORTICULTURAL SCIENCE

UNIVERSITY OF GUELPH. ONTARIO AGRICULTURAL COLLEGE. Department of Horticultural Science. Assistant Professor of Horticultural Science (probationary) January 1, 1984, (subject to final budgetary approval). Applicants should have a Ph.D. in Horticultural Science or related Plant Sciences with specialization in one or more of the following: vegetable breeding, plant nutrition, woody ornamentals, weed science. Teaching responsibilities of the position include (B.Sc. Agr.) and Oponias in Agriculture courses and supervision of graduate degree candidates. The appointee will be expected to initiate and maintain a

vigorous program and to foster good relations with the horticultural industry of Ontario. Personal data, transcripts of university records, names and addresses of at least three professional referees, together with a complete list of publications should be sent to: Dr. L.L. Nonnecke, Professor & Chairman, Horticultural Science Dept., University of Guelph, Guelph, Ontario, N1G 2W1. Deadline date for applications is July 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MANAGEMENT SCIENCES

UNIVERSITY OF WATERLOO. Faculty of Engineering. Department of Management Sciences. The Department of Management Sciences is seeking an individual with research interests in flexible manufacturing systems, to commence any time after September, 1983. Backgrounds in information systems, industrial engineering, or operations research would be most appropriate. Candidates should have demonstrated research competence and be capable of supervising students at all levels. Rank and salary are open. This position may be filled by a permanent or visiting appointment. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested candidates should send vitae and names of three referees to: Dr. M.J. Magazine, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1.

MCGILL UNIVERSITY. Faculty of Management. Statistics/Operations Research/Production. Assistant Professor and Associate Professor. Ph.D. and interest in both teaching and in research. A past publication record is essential for appointment at the Associate Professor level. Teaching at the B. Com. and MBA levels in day and evening programs of the McGill Faculty of Management. Salaries competitive with those paid in comparable institutions. Reply to: Dr. Richard Loulou, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, H3A 1G5. Effective date of appointment — August 1, 1983.

UNIVERSITY OF TORONTO. Faculty of Management Studies. Applications are invited for a position as Assistant Professor (tenure-stream), subject to university approval, available July 1, 1983. The position is open for applicants holding a doctorate degree (or nearly completed), and have proven research capability. Principal teaching duties will be in Business Policy at both introductory and advanced level in the MBA Programs and the senior undergraduate program. Salary will be competitive depending on qualifications and experience. Interested applicants should write, enclosing résumé and three reference letters, to: Professor G.J. Leonidas, Faculty of Management Studies, 246 Bloor Street West, Toronto, Ontario, M5S 1V4. Applications will be accepted until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MATHEMATICS/ COMPUTER SCIENCE

CONCORDIA UNIVERSITY. Department of Mathematics. Applications are invited for a position in the Department of Mathematics. Budgetary approval for a senior appointment is pending, and applications from candidates at the associate professor level will also be considered. The Department has 39 faculty members and offers graduate degrees in pure and applied mathematics, statistics and mathematics education. Applicants should have a good teaching record and a strong research reputation in some area of mathematics or statistics. Send vitae and arrange for three letters of reference to be sent to: Dr. H. Propp, Chairman, Department of Mathematics, Concordia University, 714 Sherbrooke St. West, Montreal, Quebec, H4B 1R6. Applications will be considered until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF NEW BRUNSWICK. Mathematics. The Department of

Mathematics and Statistics at the University of New Brunswick, Fredericton, expects to have an opening for a one year replacement position as of July 1, 1983, subject to budgetary approval. Ph.D. preferred. Duties to include undergraduate teaching and research. Send an up-to-date curriculum vitae and the names of three referees to Dr. R.D. Small, Acting Chairman, Department of Mathematics & Statistics, University of New Brunswick, P.O. Box 4400, Fredericton, N.B. E3B 5A3. Applications will be received until the position is filled. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and legal residents of Canada.

ROYAL MILITARY COLLEGE OF CANADA. Department of Mathematics and Computer Science. The Department of Mathematics and Computer Science of the Royal Military College of Canada invites applications for an appointment at the Assistant Professor level. Duties include (a) teaching in English; undergraduate courses in Science, Engineering and Maths degree programmes; some teaching at Master's level may be required (b) research. Qualifications: Applicants should have a Ph.D. degree, but an appointment may be made at the lecturer level to a candidate nearing a Ph.D. Demonstrated interest in computing science will be considered an asset. Canadian citizenship is normally required. Applications with curriculum vitae and names of three referees should be sent to: Dr. S.D. Jog, Head, Department of Mathematics and Computer Science, Royal Military College of Canada, Kingston, Ontario, K7L 2W3.

MEDICINE/MEDICINE

UNIVERSITY OF SASKATCHEWAN. Obstetrics & Gynecology. The Department of Obstetrics and Gynecology, University of Saskatchewan, has vacancies at the Assistant Professor level available July 1, 1983. The candidate must have post-residency subspecialty training in perinatology and be certified in Obstetrics and Gynecology from the Royal College of Physicians and Surgeons of Canada. The successful candidate will become a member of the section of Perinatology in the Department of Obstetrics and Gynecology at the University Hospital. Applications, including a curriculum vitae and letters of reference, should be directed to: Dr. D.B. Popkin, Professor and Head, Department of Obstetrics and Gynecology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

UNIVERSITE D'OTTAWA. Ecole de médecine. Post-étudiants en oncologie virale. L'Université d'Ottawa met au concours un poste de professeur adjoint, dans la section de virologie moléculaire, département de microbiologie et d'immunologie, Ecole de Médecine. Le candidat devra détenir un diplôme en médecine, ou un diplôme d'études du troisième cycle (Ph.D.), posséder une expérience post-doctorale en virologie oncologique et obtenir une bourse du Conseil de Recherches Médicales du Canada pour une période de cinq ans. Conformément aux exigences de l'immigration canadienne, la priorité sera accordée aux citoyens canadiens et aux personnes résidant en permanence au Canada. La préférence sera accordée au candidat dont l'expérience en recherches portera sur l'utilisation des rétrovirus pour le clonage. Prière de faire parvenir votre curriculum vitae et une liste de références avant le 31 mai 1983 à l'attention de C. Yong Kang, Ph.D., Professeur et Directeur, Département de microbiologie et d'immunologie, Ecole de médecine, Faculté des sciences de la santé, Université d'Ottawa, Ottawa, Ontario, Canada K1H 8M5.

UNIVERSITY OF OTTAWA. School of Medicine. Faculty position - Viral Oncology. The Department of Microbiology and Immunology in the Faculty of Health Sciences at the University of Ottawa is seeking applicants for the position at the Assistant Professor level for the Molecular Virology Section. The appointment is contingent on the applicant being successful in obtaining a Medical Research Council of Canada Scholarship which is awarded for a period of five years. The applicant should hold an M.D. or a Ph.D. degree with postdoctoral experience in Viral Oncology. Preference will be given to the candidate with research experience in molecular cloning using retroviruses. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An applica-

tion, including curriculum vitae and appropriate references should be forwarded prior to May 31, 1983 to: Dr. C. Yong Kang, Professor and Chairman, Department of Microbiology and Immunology, School of Medicine, Faculty of Health Sciences, University of Ottawa, 451 Smyth Rd., Ottawa, Ontario, Canada K1H 8M5.

U.B.C. HEALTH SCIENCES CENTRE HOSPITAL. Laboratory Hematologist. A Laboratory Hematologist is required to direct the Division of Hematology at the UBC Health Sciences Centre Hospital. The successful applicant will be knowledgeable in all aspects of laboratory hematology, and will have an academic university appointment and will be expected to take an active part in the activities of the University Department of Hematology. Preference will be given to candidates with a proven research ability. Research space is available. Preference will be given to Canadian citizens or landed immigrants of Canada. For further information, send curriculum vitae to: W.M. Thurlbeck, MB, CC, FRCP(C), Director, Laboratory Medicine, U.B.C. Health Sciences Centre Hospital, 2211 Westbrook Mall, Vancouver, B.C., Canada, V6T 2B5.

UNIVERSITY HOSPITAL. Department of Medical Microbiology. Medical Microbiology. This is a permanent position for which certification in medical microbiology by the Royal College of Physicians and Surgeons and eligibility for licensure in Ontario are essential. Concurrent appointment in the Department of Microbiology and Immunology of the University of Western Ontario, at appropriate academic rank, will be offered and an important part of the duties will be in teaching of medical, dental and other students. Salary will be commensurate with experience. Appointment will be made in accordance with the Canadian Immigration requirements. Application should be made to: Dr. J.L. Whitby, Chief of Microbiology, University Hospital, P.O. Box 5339, Station A, London, Ontario, N6A 5A5.

UNIVERSITY OF WESTERN ONTARIO. University Hospital. Pathologist. Applicants should hold F.R.C.P. (C) or equivalent in Anatomic Pathology. Must be prepared to develop independent research programme. Experience teaching undergraduate medical students required as position a joint appointment. Assistant Professor, Faculty of Medicine, University of Western Ontario (Limited Term). In accordance with Canadian Immigration requirements priority will be given to Canadian citizens and permanent residents of Canada. Applicants must have qualifications permitting registration in the Province of Ontario. Applications with full curriculum vitae to: Malcolm D. Silver, M.D., Chairman, Department of Pathology, University of Western Ontario, London, Ontario, N6A 5C1.

MODERN LANGUAGES

MOUNT SAINT VINCENT UNIVERSITY. Modern Languages. Mount Saint Vincent University, Modern Languages Department, invites applications for a one-possibly two-year replacement position. Preference will be given to candidates with a completed Ph.D. in Spanish. Candidates must possess demonstrated teaching ability and native or near-native fluency in Spanish; fluency in French or German an asset. Principal duties will be responsibility for the Spanish Programme within the Modern Languages Department; teaching of beginning and intermediate level language courses; possibility of teaching advanced language and civilization courses. Rank and salary will be in accordance with qualifications 1, 1983. Please send application, including a full curriculum vitae and the names of three referees to Sr. Patricia Mullins, Dean of Humanities and Sciences, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

MUSIC

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Theory and Composition. Rank: Probationary (tenure-track) at Assistant or Associate rank or Limited Term Lecturer (one to three years). Qualifications:

Doctorate (for tenure-track position) or equivalent post teaching experience. Duties: Graduate and undergraduate teaching and analysis (including Schenkerian), Master's level thesis advising; other areas of teaching as qualified. Salary: Commensurate with qualifications and experience. 1982-83 floors: Lecturer \$18,050; Assistant Professor \$22,500; Associate Professor \$26,750. Subject to availability of funds. Date of appointment: July 1, 1983 or September 1, 1983. Deadline for applications: May 31, 1983 or when position is filled. Applications including curriculum vitae and the names of three referees may be sent to Professor Arsenio Giron, Chairman, Theory and Composition Department, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Applied Music. Rank: Probationary (tenure-track) at Assistant or Associate rank or Limited Term Lecturer (one to three years). Qualifications: D.M.A. or equivalent training plus extensive performing and teaching experience. Duties: Undergraduate and graduate individual (ute instruction and undergraduate class (Music Education) instruction, Ensemble Coaching, Literature and Pedagogy Class, possible conducting duties, Master's level thesis advising, solo and ensemble performances including Faculty Chamber Orchestra. Salary: Commensurate with qualifications and experience. 1982-83 floors: lecturer \$18,050; Assistant Professor \$22,500; Associate Professor \$26,750. Subject to availability of funds. Date of Appointment: July 1, 1983 or September 1, 1983. Deadline for Applications: May 31, 1983 or when position is filled. Applications including curriculum vitae and names of three referees may be sent to Professor Ralph Aldrich, Chairman, Department of Applied Music, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Music. Department of Applied Music. Rank: Probationary (tenure-track) at Assistant or Associate rank or Limited Term Lecturer (one to three years). Qualifications: D.M.A. or equivalent training plus extensive performing and teaching experience. Duties: Undergraduate and graduate individual trumpet instruction and undergraduate class (Music Education) instruction, Ensemble Coaching, Literature and Pedagogy Class, possible conducting duties, Master's level thesis advising, solo and ensemble performances including Faculty Chamber Orchestra. Salary: Commensurate with qualifications and experience. 1982-83 floors: Lecturer \$18,050; Assistant Professor \$22,500; Associate Professor \$26,750. Subject to availability of funds. Date of appointment: July 1, 1983 or September 1, 1983. Deadline for applications: May 31, 1983 or when position is filled. Applications including curriculum vitae and names of three referees may be sent to Professor Ralph Aldrich, Chairman, Department of Applied Music, Faculty of Music, The University of Western Ontario, London, Ontario, N6A 3K7. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. An Equal Opportunity Employer.

PHARMACOLOGY

UNIVERSITY OF ALBERTA. Pharmacology. The Department of Pharmacology at the University of Alberta is seeking research scholars to strengthen further the area of nerve-muscle pharmacology. The successful applicants will have a Ph.D. or M.D. degree, postdoctoral research experience and have provided clear evidence of outstanding potential for independent research. Preference will be given to those with an interest in the action of drugs on electrophysiological parameters and ion movements in nerve or muscle. These long-term positions are dependent upon successful application for support from an external agency, but are accompanied by the privileges of the academic rank (usually assistant professor) at which the appointments are made. The present salary range

for Assistant Professor is \$27,720-\$39,820. Applicants should forward their curriculum vitae, research interests and proposals and the names of three referees to: Dr. D.A. Cook, Department of Pharmacology, University of Alberta, Edmonton, Alberta, T6G 2H7. Closing date June 30, 1983. The University of Alberta is an equal opportunity employer but in accordance with Canada Employment and Immigration regulations this advertisement is directed to Canadian citizens and permanent residents of Canada.

HOSPITAL FOR SICK CHILDREN. Division of Clinical Pharmacology. Post-Doctoral Research Position. Characterization of the Ah receptor, a soluble cytosolic receptor, and its role in induction of aryl hydrocarbon hydroxylase (cytochrome, P-450). Position available Spring 1983. Salary at MRC rates. Send C.V. including previous training, transcripts, research interests and names of two referees familiar with your work to: Dr. A.B. Okey, Division of Clinical Pharmacology, Research Institute, The Hospital for Sick Children, 555 University Avenue, Toronto, Ontario, M5G 1X8. In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents.

PHILOSOPHY

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Department of Philosophy. Applications are being accepted for the position of Assistant Professor (tenure-stream) in the Department of Philosophy, Erindale College, University of Toronto. Must have Ph.D. or equivalent. Must be prepared to teach a wide variety of undergraduate courses. Expertise in ethics and social/political philosophy. Duties include undergraduate teaching with prospects of graduate teaching. The salary is competitive. Applications including letters from at least three academic referees should be sent to Professor Frank Cunningham, Chairperson, Department of Philosophy, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Application deadline is May 31, 1983 with a July 1, 1983 appointment date. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

ROYAL ROADS MILITARY COLLEGE. Physics. Royal Roads Military College invites applications for a tenure track position in physics commencing 1 September 1983. It is hoped to make the appointment at the level of Assistant Professor (Ph.D. required) but if suitably qualified candidates do not appear, the appointment could be made at the level of lecturer. Anticipated 1983/84 salary ranges for these two ranks are \$26,264-\$38,509 and \$17,453-\$31,382 respectively. The successful candidate will be expected to teach courses at the undergraduate level in both physics and the hardware and/or software aspects of computer science as well as to conduct research. Thus the ideal person will have obtained at least a first degree in Physics, followed by in-depth experience in interfacing scientific apparatus to micro-computers as might be obtained through a formal degree and/or extensive applications research. Royal Roads Military College, a member institution of the AUCC, is a college of about 270 undergraduate students and has excellent computer facilities including a Honeywell DPS 8/52C mainframe with 10 MBytes memory. Teaching loads and other conditions of employment are comparable to those at other universities. This competition will remain open until filled. Knowledge of English only is required. Interested candidates are requested to submit complete dossiers with names of references to Dr. E.S. Graham, Principal, Royal Roads Military College, FMO, Victoria, B.C., V0S 1B0 who can also provide further information as required. The position is within the Public Service of Canada which is an equal opportunity employer. Toute information à ce concours est disponible en français et peut être obtenue en écrivant au Dr. Graham.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships. The Department of Physics is offering several postdoctoral fellowships for research work in the areas

of experimental and theoretical solid state physics, biophysics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are for a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent upon request. Applicants should send a résumé and names of 3 references to Prof. F.W. Boswell, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSIOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Physiology. Applications are invited for tenureable appointments at the Assistant Professor level (two positions). These positions are available July 1st, 1983 (subject to budgetary confirmation). Applicants must have a Ph.D., D.D.S., D.V.M. or MD degree with postdoctoral experience. For one position, preference will be given to individuals with teaching and research expertise in neurophysiology. Applicants with expertise in renal, gastrointestinal or respiratory physiology are invited to apply for the second position. Ability to establish an independent research program is required. Address inquiries to: N.M. McDuffie, Acting Head, Dept. of Physiology, College of Medicine, University of Saskatchewan, Saskatoon, Sask., Canada, S7N 0W0. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PLANNING

UNIVERSITY OF TORONTO. (See Geography)

PSYCHOLOGY

UNIVERSITY OF WINNIPEG. Department of Psychology. Social Psychology. Rank Open. Applications are invited to a one year sessional position with a starting date of September, 1983. Ph.D. or All But Dissertation status required. The successful candidate will be expected to teach the equivalent of three full courses during the academic year. Salary is competitive. Preference will be given to applicants who are eligible for employment in Canada at the time of application. Applicants should send a curriculum vitae and three letters of reference to Dr. Hilary Lips, Department of Psychology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF GUELPH. Department of Psychology. Applications are invited for a tenure-track position at the Assistant Professor level commencing July 1983. Applicants should have demonstrated research competence in Applied Child or Developmental Psychology. The candidate should be prepared to teach graduate level courses in intellectual assessment of children and learning disabilities. Preference will be given to individuals who have extensive experience with children in educational settings. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The position is subject to final budgetary approval. Send detailed curriculum vitae and the names of three referees to Professor M.L. Matthews, Chairman, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Clinical Psychologist. Applications are invited for a tenure-track position (rank open) in the Department of Psychology, University of Saskatchewan. We hope to attract an established person who can integrate a vigorous program of research into our clinical training program. Inquiries from potentially interested applicants are welcome. Applicants should have a Ph.D. in clinical psychology, an in-

ternship, and an active research program. Persons with interests in psychopathology or assessment are especially invited to apply. Current salary ranges (1982-83) are: Assistant Professor — \$26,907-\$39,057; Associate Professor — \$35,007-\$49,517; Professor — \$45,157. Appointment will begin July 1, 1983 (subject to budgetary confirmation). The clinical program has five full-time faculty, eight part-time faculty and about 25 doctoral students; it is a developing program with a commitment to training scientist-practitioners and a record of excellence in clinical skill training. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send curriculum vitae, representative publications, and at least three letters of reference to: Dr. Thomas B. Wishart, Head, Department of Psychology, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0.

QUEEN'S UNIVERSITY AT KINGSTON, CANADA. Psychology. Applications are invited for a replacement position (up to three years) at the Assistant Professor level in Clinical Psychology. Preference will be given to applicants with a specialized knowledge of multivariate statistics and the capacity to relate this expertise to clinical research problems in fields such as epidemiological research, but applications from candidates with other interests will also be welcome. A capacity and eagerness to supervise the research of graduate students is essential. Current government regulations require that Canadian citizens and landed immigrants be given preference. Candidates of both sexes are equally encouraged to apply and salary is negotiable. Appointment will commence on September 1st, 1983. Applications with vitae, representative publications, and at least three letters of recommendation are to be sent to: Dr. W.L. Marshall, Chairperson, Clinical Training, Department of Psychology, Queen's University, Kingston, Ontario, K7L 3N6, Canada.

UNIVERSITY OF TORONTO. ERINDALE COLLEGE. Psychology. A position in Psychology for up to 2 years beginning July 1, 1983. Research interests in memory, perception, or laterality in children, adults, or animals is desirable. Ample opportunity for collaborative research in a clinical or laboratory setting; light teaching load. Anticipated salary effective July 1, 1983 is expected to be \$25,410. Salary commensurate with experience, but the position is presently construed as a teaching/postdoctoral appointment. We are looking for candidates who are committed to excellence and productivity in research and teaching. Interested candidates should write to: Professor Morris Moscovitch at Erindale College, Psychology Department, Mississauga Road, Mississauga, Ontario, L5L 1C6. Closing date for receipt of applications is June 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CARLETON UNIVERSITY. Department of Psychology. Subject to budgetary approval, the Department of Psychology of Carleton University anticipates making one term appointment (non-tenured, renewable up to 5 years) commencing July 1, 1983, and two preliminary appointments (tenure-track) commencing July 1, 1984. These will probably be at the rank of Assistant Professor. A completed Ph.D. in psychology is required, as is evidence of a dynamic commitment to research, scholarship, and an excellence in teaching. Successful candidates will enhance existing departmental research strengths and fulfill identified teaching needs. Of priority are the general areas of social aspects of human behaviour, psychological testing and individual differences, quantitative methods, developmental neuropsychology, behavioural medicine, and perception, although exceptional candidates in all non-clinical areas will receive serious consideration. In making these appointments the department will maintain a balance of applied (non-clinical) and theoretical/experimental interests. Letters of application, a curriculum vitae, selected reprints and preprints, and the names and addresses of three persons familiar with the applicant's abilities and potential should be sent to: Dr. William G. Webster, Chairman, Department of Psychology, Carleton University, Ottawa, Ontario, K1S 5B6. In accordance with Canadian Immigration policy, this advertisement is directed to Canadian citizens and permanent residents. In making appointments the department endorses the Ontario Human Rights Commission guidelines.

RECREATION

UNIVERSITY OF WINNIPEG. Department of Recreation and Athletic Studies. Applications are invited for a position at the rank of lecturer or assistant professor to commence September 1, 1983 (subject to budgetary approval). Master's degree minimum. Duties will include teaching selected courses from the undergraduate program in Recreational Studies. These courses include Outdoor Recreation, Land Use Management and Planning, Seminar in Recreation and Leisure, and Recreation for Special Groups. Administrative duties may be assigned as required. Salary commensurate with qualifications and experience. Applications together with a full curriculum vitae and three letters of reference should be sent to: Thomas J. Kendall, Acting Coordinator, Recreation and Athletic Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

REGIONAL SCIENCE

UNIVERSITY OF TORONTO. (See Geography)

RELIGIOUS STUDIES

UNIVERSITY OF WINDSOR. Department of Religious Studies, Windsor, Ontario, Canada, N9A 3P4, announces two openings: A limited term appointment (subject to budgetary approval) which may become a tenure-track position in Christian Ethics and Theology effective July 1, 1983, at the Assistant Professor rank. Introductory and advanced undergraduate and M.A. level graduate courses with a primary focus on ethics. Competence to teach in the area of medical ethics desirable. Doctorate required. A tenure-track position in Biblical Studies effective July 1, 1984, at Assistant Professor rank. Introductory courses in Old and New Testament and advanced undergraduate and M.A. level graduate courses in area of specialization. Doctorate required. Applications with curriculum vitae should be sent to Departmental Chairman. Both positions assume successful candidates will pursue research and publication. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SOCIAL SCIENCE

UNIVERSITY OF GUELPH. College of Social Science. Winegard Visiting Professors. The College of Social Science at the University of Guelph invites established scholars to apply for Winegard Visiting Professorships for 1983-4. These professorships are financed by the Alma Mater Fund. Length of visit may vary from a few months to a full year and remuneration will vary accordingly up to \$15,000. Such an appointment may be an attractive arrangement during a sabbatical leave period, or for recently retired scholars. A Winegard Visiting Professor will be expected to participate in the academic life of the College (e.g. research and workshops, guest lecture or seminar) and to give one or more public lectures; there will be no responsibility in terms of a regular teaching assignment. Preference will be given to candidates with an interest in at least two of the disciplines represented within the College (economics, geography, political science, psychology, sociology and anthropology). Please address correspondence to: John Vanderkamp, Dean, College of Social Science, University of Guelph, Guelph, Ontario, N1G 2W1, Canada.

SOCIAL WORK

UNIVERSITY OF REGINA. Faculty of Social Work. The Faculty of Social Work invites applications (subject to availability of funds) for one term position with the BSW and/or

MSW degree programme. The position will be located in Regina. The objectives of the Faculty of Social Work include the provision of a broadly based professional social work education on a decentralized basis with balance between social policy, social administration and generalist social work practice. A Research Unit allows the faculty to formulate research objectives and facilitates research on a collective/individual basis. Principles of the Faculty of Social Work include: province-wide access to undergraduate social work education; development of continuing social work education; rural, northern and native social work; part-time studies; an adult education approach; sensitivity to input by agencies, clients, students and alumni; a developmental approach; and an interprofessional approach to human service education. If you are interested in social work education, research, community involvement based on such principles, you may want to apply. It would involve travel and teaching in off-campus locations. In accordance with Canada Immigration requirements, applications for this position will be received from Canadian citizens and permanent residents of Canada. Qualifications: Doctorate preferred. M.S.W. degree required including professional practice and teaching experience. Canadian experience an asset. Salary Range: Lecturer — \$22,047-\$30,129; Assistant Professor — \$25,790-\$37,409; Associate Professor — \$33,848-\$47,838. Deadline for Applications: May 31, 1983 or when a suitable candidate is found. Send inquiries to: O.H. Driedger, Dean, Faculty of Social Work, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada. (306) 584-4563.

SOCIOLOGY/SOCIOLOGIE

UNIVERSITY COLLEGE OF CAPE BRETON. Sociology. Applicants are invited for a possible tenureable position, subject to budgetary considerations, beginning September 1, 1983. Rank of appointment and salary range (CAUT organized) subject to qualifications and experience of applicant. Areas of specialization to be Introductory Sociology, Sociological Theory and Sociology of Religion. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae and list of three referees to: Professor John J. Nicholson, Chairperson, Social Sciences Department, University College of Cape Breton, P.O. Box 5300, Sydney, N.S., B1P 6L2.

UNIVERSITY OF WINNIPEG. Department of Sociology. Applications are invited for one or more one-year sessional positions. Ph.D., teaching experience and publications preferred. Duties will include undergraduate teaching. Preferred areas of specialization include Introductory Sociology plus two of the following: Sociological Theory, Industrial Sociology, Economic Sociology, Sociology of Occupations, Sociology of Organizations, Sociology of Socialization and Development, Sociology of Sex Roles, Sociology of Education, Canadian Society, Race and Ethnic Relations, Sociology of Poverty and Population Problems. Salary and rank commensurate with qualifications and experience. Offer of appointment is subject to final budgetary approval. Applications, with curriculum vitae and the names of three references, should be sent to: Dr. D.L. Smith, Chairperson, Department of Sociology, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9. Starting date: September 1, 1983. Closing date for applications: June 1, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

LAURENTIAN UNIVERSITY. Sociology. The Department of Sociology and Anthropology invites applications from men and women for two sessional positions (lecturer or assistant professor level). Applicants should hold Ph.D. and be able to teach the following subjects: Introductory Sociology, Family, Sexuality, and Methods of Research. Candidates should be bilingual (French and English). Starting date: July 1st or September 1st, 1983. Salary will be commensurate with qualifications and experience. Applications with a curriculum vitae and the names of three referees should be sent to: Prof. Donald Dennie, Chairman, Dept. of Sociology and Anthropology, Laurentian University, Sudbury, Ontario, P3E 2C6. In accordance with Cana-

dian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITÉ LAURENTIENNE, Sociologie. Le Département de sociologie et d'anthropologie sollicite les candidatures d'hommes et de femmes à deux postes d'enseignants pour une session universitaire (niveau de chargé de cours ou de professeur adjoint). Les candidats doivent posséder un Ph.D. et pouvoir enseigner les matières suivantes: Introduction à la sociologie, Famille, Sexualité, et Méthodes de recherche. L'Université recherche des professeurs bilingues (français et anglais). Entrée en fonctions le 1er juillet ou le 1er septembre 1983. Le traitement sera proportionnel aux titres et à l'expérience. Adresser les candidatures, accompagnées d'un curriculum vitae et des noms de trois répondants, au Professeur Donald Dennie, Directeur, Département de sociologie et d'anthropologie, Université Laurentienne, Sudbury (Ontario), P3E 2C6. En conformité avec la Loi sur l'accès à l'information, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

STATISTICS/ACTUARIAL SCIENCE

UNIVERSITY OF MANITOBA, Department of Statistics. The Department of Statistics, The University of Manitoba, invites applications for a position at the assistant professor level. The appointment will be for two years starting July 1 or September 1, 1983 and the salary will be commensurate with qualifications and experience. (The 1982-83 floor for assistant professor is \$23,997). A Ph.D. or near completion is required, and duties will include research, teaching and consulting. Please send applications, including an updated curriculum vitae and three letters of recommendation to: Dr. Lal K. Chan, Head, Department of Statistics, The University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2. Both women and men are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WATERLOO, Statistics and Actuarial Science. Applications are being accepted for the position of Assistant or Associate Professor of Statistics. Applicants must have a Ph.D. and the ability to carry out an effective independent research programme, to teach, and to direct graduate research in Probability and Statistics. Duties include undergraduate and graduate level teaching, graduate student supervision, and research. Salary and rank offered are commensurate with qualifications and experience. The effective date of appointment is July 1, 1983 or earlier and is subject to availability of funds. The closing date for reception of applications is June 1, 1983. Send applications to Dr. J.F. Lawless, Chairman, Department of Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

URBAN/REGIONAL PLANNING

QUEEN'S UNIVERSITY, Urban/Regional Planning. Queen's University School of Urban and Regional Planning requires a faculty member for a tenure-track appointment at the Assistant or beginning Associate Professor level, to fill out its array of teaching and research skills. Persons with a competence in the area of analytical skills and quantitative methods as these apply to urban and regional planning situations are of particular interest. Demonstrated teaching and research effectiveness and professional planning involvement will be looked for in applicants. A Ph.D. in planning is preferred; applicants with comparable qualifications including at least a post-graduate degree in planning will be considered. The school is a small (45 students) post-graduate operation which encourages personal research and a strong involvement. Candidates of both sexes are equally encouraged to apply. Preference will be given to Canadians and landed immigrants. Salary commensurate with qualifications. We would prefer to fill the position by

August 1, 1983, but a later starting date is negotiable. Please submit vitae, copies of transcripts, and the names of at least three persons who may be asked to provide letters of reference by June 30, 1983 to Dr. Gerald Hodge, Director, School of Urban and Regional Planning, Queen's University, Kingston, Ontario, K7L 3N6.

WOMEN'S STUDIES

MOUNT SAINT VINCENT UNIVERSITY, Women's Studies. Mount Saint Vincent University invites applications for a joint appointment in the Women's Studies Programme and the Institute for the Study of Women. Responsibilities include coordinating and teaching in the Women's Studies Programme and assisting the Director of the Institute. The position is subject to budgetary approval. Qualifications: Ph.D. in a relevant field and teaching experience. Rank and salary will be in accordance with qualifications and experience. Send curriculum vitae and the names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

CHAPLAIN - CANTERBURY COLLEGE

UNIVERSITY OF WINDSOR, CANTERBURY COLLEGE. Canterbury College, University of Windsor, is seeking a suitable person to act as Chaplain to the College, and as Anglican Chaplain to the University of Windsor. Canterbury College is an academic and residential community with accommodation for 70 single students and 38 married couples. The University of Windsor has approximately 3,300 full time students at the present time. The stipend will be provided jointly by Canterbury College and the University of Windsor. Accommodation will be available in or near the College. A suitably qualified person would be encouraged to register in an academic programme. Applications to, and further details from The Principal, Canterbury College, 172 Patricia Road, Windsor, Ontario, N9B 3B9.

FACULTY EXCHANGE CENTRE

THE FACULTY EXCHANGE CENTRE, non-profit, faculty-administered, helps arrange teaching and/or housing exchanges within North America and overseas. For details send self-addressed envelope and two postal coupons to 952 Virginia Avenue, Lancaster, Pennsylvania, U.S.A. 17603.

ACCOMMODATION

SABBATICANTS' HOUSE FOR RENT: Edmonton September 1983-84. Fully furnished three bedroom bungalow; study, sauna, 2 1/2 baths, heated garage, two blocks direct bus to University of Alberta, eight minutes by car. References required. Enquiries to Dr. C. Hazlett, 11616 - 78 Avenue, Edmonton, Alberta, T5R 3E4.

OXFORD SABBATICAL. In Woodstock, 30 min. bus service Oxford. Furnished 18th-century stone cottage, 3 rooms with galley kitchen, fireplace, central heating. £55 per week from Sept. 1983. 416-627-3720.

LATE ADS

UNIVERSITY OF TORONTO, Department of Chemistry. Research Associate wanted for work on statistical mechanics of electrolytes in inhomogeneous environments. Ph.D. and familiarity with this field required along with computing experience. Apply with resumé to: Professor J.P. Valleau, Department of Chemistry, University of Toronto, Toronto, Ontario, M5S 1A1.

UNIVERSITY OF ALBERTA, Religious Studies. Full-time Sessional Lecturer in Judaic Tradition/Did Testament for September 1983. Requirements: Ph.D. and some teaching experience. Salary \$19,800.

Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta., T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Can. citizens and perm. res.

UNIVERSITY OF ALBERTA, Religious Studies. Assistant Professor of Judaic Studies effective July 1/84. Requirements include Ph.D. and some teaching experience. Minimum salary (\$2/83) \$27,720. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta., T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and perm. residents.

UNIVERSITY OF ALBERTA, Religious Studies. Full-time Sessional Lecturer in Christian Tradition/New Testament for September 1983. Requirements: Ph.D. and some teaching experience. Salary \$19,800. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta., T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and perm. residents.

UNIVERSITY OF ALBERTA, Religious Studies. Sessional Lecturer in Hebrew Language/Literature for September 1983. Prefer Ph.D. in Hebrew Studies and some teaching experience. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta., T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and perm. residents.

UNIVERSITY OF ALBERTA, Religious Studies. Sessional Lecturer in Arabic Language/Literature for September 1983. Prefer Ph.D. in Arabic Studies and some teaching experience. Applications together with curriculum vitae and names of three referees to be sent to Dr. D. Prithipaul, Chairman, Dept. of Religious Studies, University of Alberta, Edmonton, Alta., T6G 2E5. In accordance with Imm. Canada requirements, this advertisement is directed to Canadian citizens and perm. residents.

UNIVERSITY OF OTTAWA, Biology. The University of Ottawa, Department of Biology, has a tenure-track position available at the Assistant Professor level; the appointment will be made during the 1983-84 academic year. Applications are invited from individuals with a Ph.D. and relevant research and/or teaching experience with research interests in the general area of molecular or developmental biology. The successful candidate will be expected to maintain an active, externally funded, research program and to contribute to undergraduate and graduate teaching. The appointee will become a member of the Ottawa-Carleton Centre for Graduate Studies and Research in Biology, a co-operative program between the University of Ottawa and Carleton University which includes active collaboration with scientists from several government laboratories. The University of Ottawa is a bilingual institution; the ability (or willingness to learn) to lecture in both English and French is essential. Applicants should submit, by June 30th, 1983, a curriculum vitae and a brief description of teaching interests and future research plans, and should arrange to have three letters of recommendation sent to: Dr. D.A. Hickey, Chairman, Search Committee, Department of Biology, University of Ottawa, Ottawa, Ontario, K1N 6N5. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITÉ D'OTTAWA, Biologie. Le département de biologie de l'Université d'Ottawa désire combler un poste de professeurs adjoints pouvant conduire à l'obtention de la permanence. Le recrutement se fera durant l'année académique 1983-84. Les candidatures des personnes possédant un doctorat ainsi qu'une expérience postdoctorale pertinente et s'intéressant à la biologie moléculaire ou à la biologie du développement, seront retenues. Le candidat choisi devra poursuivre un programme de recherche, subventionné par des organismes externes et participer aux programmes d'enseignement du premier, deuxième et troisième cycles. De plus, le candidat membre du Centre d'études supérieures et

de recherche en biologie Ottawa-Carleton; ce centre, géré conjointement par l'Université d'Ottawa et l'Université Carleton, permet une étroite collaboration avec des chercheurs de divers laboratoires gouvernementaux. L'Université d'Ottawa étant une institution bilingue, il est essentiel que le candidat soit apte (ou consente à le devenir) à enseigner en français et en anglais. Les candidats doivent soumettre avant le 30 juin, 1983, leur curriculum vitae, une description des domaines biologiques dans lesquels ils désirent enseigner et poursuivre leur recherche. Les candidats devront aussi demander à trois répondants de soumettre des lettres de recommandation. Toute correspondance doit être adressée à: D.A. Hickey, président du comité de sélection, Département de Biologie, Faculté des Sciences et de Génie, Université d'Ottawa, Ottawa, Ontario, Canada, K1N 6N5. En conformité avec les lois d'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

UNIVERSITÉ D'OTTAWA, Département de Langues et littératures modernes. Spécialiste en Italien. Poste régulier à partir du 1er juillet 1983. Grade: Chargé de cours ou Adjoint à l'enseignement. Qualifications: De préférence Doctorat en Italien, publications désirables. Domaine de spécialisation moins important que la dédicat à l'enseignement de la langue, de la culture et de la littérature. Traitement et rang en rapport avec l'expérience. L'Université d'Ottawa est une institution bilingue; la préférence sera accordée aux candidats bilingues (Français-Anglais). En conformité avec les exigences de l'immigration canadienne, la préférence sera accordée aux citoyens canadiens et aux résidents permanents. Demander d'emploi, curriculum vitae et les noms de trois répondants doivent être adressés avant le 31 mai 1983 au directeur: Professor Henry W. Sullivan, Département de Langues et littératures modernes, Université d'Ottawa, Ottawa, Ontario, K1N 6N5.

YORK UNIVERSITY, Department of Physics. Astrophysicist/Astronomer. Applications are invited for a tenure-track appointment to be made during the 1983/84 academic year as Assistant or Associate Professor. Ph.D. or equivalent degree is required, and appointment will be at a level and salary commensurate with the appointee's accomplishments. Applicants from any sub-discipline within the field will be considered. About one quarter of the Physics faculty (26 members, including three astronomers) are involved in research in astrophysics or earth and planetary atmospheres. Local facilities are available for observational astronomy: our 60 cm telescope has been instrumented with modern signal-processing equipment, and faculty members may use major Canadian observing facilities. This advertisement is directed to Canadian citizens and permanent residents, in accordance with Canadian Immigration requirements. Send curriculum vitae and names of three referees by June 30th, 1983, to Dr. W.J. Megaw, Chairman, Department of Physics, York University, Downsview, Ontario, M3J 1P3.

QUEEN'S UNIVERSITY, Department of English. The Department of English at Queen's University expects to make one non-renewable appointment at the Assistant Professor rank for 1983-84. A Ph.D. and teaching experience are prerequisites. Teaching duties will include Canadian literature. The appointment will be for 12 months from 1 September 1983. Please send a CV and the names of 3 referees to: Dr. D.D. Spittigue, Head, Department of English, Queen's University, Kingston, Ontario, K7L 3N6. Applications received after 30 June, 1983 will not be considered. According to regulations of the Department of Employment & Immigration Canada, preference must be given to Canadian citizens, landed immigrants or permanent residents of Canada. Candidates of both sexes are equally encouraged to apply.

UNIVERSITY OF GUELPH, Ontario Veterinary College. Graduate Research. Applications and nominations are invited for the position of Associate Dean, Research, which will become vacant on November 30, 1983. The appointee will report to the Dean of the College, and will be responsible for the coordination and administration of the College research program and some aspects of the graduate program. Applicants must hold the D.V.M. or equivalent, with advanced training preferably to the Ph.D. level. Experience in research, with a substantial record of publications, will be required, and ad-

Administrative experience would be desirable. In accordance with the Faculty Policies of the University, the successful applicant will hold an academic appointment in the appropriate department of the Ontario Veterinary College. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications and nominations will be accepted until June 15, 1983, or until the position is filled, and should be submitted to: Dean, Ontario Veterinary College, University of Guelph, Guelph, Ontario, N1G 2W1. This position is subject to final budgetary approval.

UNIVERSITY OF GUELPH, Department of Nutrition, Research Associate/Senior Postdoctoral Fellow. Position available beginning September 1, 1983 in the area of membrane phospholipid metabolism for a minimum period of 3 years with the opportunity for an appointment of a longer duration. A Ph.D. in the area of lipid biochemistry and nutrition is required with evidence of research experience and accomplishment in phospholipid biochemistry. Salary dependent on qualifications and experience. Send resume and names of three references to: Dr. B.J. Holub, Department of Nutrition, College of Biological Sciences, University of Guelph, Guelph, Ontario, Canada, N1G 2W1. Closing date: July 15, 1983. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF MANITOBA, Faculty of Arts, Department of Anthropology. Applications are invited for a sessional leave replacement position commencing September 1, 1983. Candidates should have linguistics as an area of specialization, with a strong background in theoretical linguistics. The successful applicant will be expected to teach both undergraduate and graduate courses. Preference will be given to applicants with a Ph.D. in hand. Salary is negotiable, dependent upon qualifications, to a maximum of \$22,000. The University of Manitoba encourages both women and men to apply for this position. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Interested applicants should forward a vitae, three letters of reference, and selected publications to: Dr. J.F. de Pena, Head, Department of Anthropology, University of Manitoba, Winnipeg, R3T 2N2. Closing date for receipt of applications is July 1, 1983.

ACCOMMODATION: Central Toronto Home, Furnished, near downtown, all trans., shops, 3 plus b.r., den, 5 appliances, driveway pkg. perfect for two, 1,000 pmo, plus utilities, tel. 1 June/July through July 84. Tel 416-483-7449.

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION, Department of Curriculum. An appointment is to be made at the full professor level in the fields of reading, writing and language development. Applicants should have a distinguished record of research and scholarly work in at least two of these fields. Competence in both theoretical and practical aspects of the field are essential. The position will involve teaching and supervising master's and doctoral level students, and maintaining an

ongoing research program. Fieldwork with practitioners is also relevant to the position. Applications, including a curriculum vitae, should be forwarded no later than June 15, 1983 to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Immigration regulations require us to state that only Canadians or landed immigrants to Canada need apply for this position.

McMASTER UNIVERSITY, Pathology. The Department of Pathology invites applications at a level of Assistant Professor. Candidates should have a broad training in lipid metabolism in relation to atherosclerosis and lipoprotein interaction with the normal and altered arterial wall. Preference will be given to those with expertise in lipoprotein metabolism and structural proteins of the vessel wall. Applications, including curriculum vitae should be submitted to: Dr. John Blenkinsop, Chairman, Department of Pathology, Room 2N16, Health Sciences Centre, McMaster University, 1200 Main Street West, Hamilton, Ontario, L8N 3Z5.

Queen's University Kingston, Ontario

DEPARTMENT OF CIVIL ENGINEERING

Applications are invited for a tenure-track position in either transportation or environmental engineering. A Ph.D. or equivalent with interest and ability in undergraduate teaching, graduate teaching and research is required. Transportation systems research is established within the Department and a candidate in this area would be expected to complement current research. The Canadian Institute for Guided Ground Transport is located at Queen's University and provides research funding for worthwhile studies in this area. A candidate in the environmental field would be expected to provide leadership in the development of new research in this area although opportunities for cooperative research do exist. The appointment will be at the rank of Assistant Professor and salary is negotiable depending on qualifications. Queen's University is an equal opportunity employer but preference will be given, in accordance with Canada Immigration requirements, to Canadian Citizens and Landed Immigrants. Complete curriculum vitae and names of three references should be sent, before May 31st, 1983, to: Mr. H.M. Edwards, Head, Department of Civil Engineering, Queen's University, Kingston, Ontario, K7L 3N6 (613) 547-6185.



ST. FRANCIS XAVIER UNIVERSITY ANTIGONISH, NOVA SCOTIA Department of Engineering FACULTY POSITION AVAILABLE

A faculty position is available beginning September 1, 1983 in the Department of Engineering. The successful applicant, preferably with a background in mechanical engineering, will teach undergraduate introductory courses in dynamics of particles and rigid bodies, fluid mechanics, and thermodynamics. Minimum requirement: Master's degree, (Ph.D. preferred) and industrial and/or teaching experience required. Research opportunities available. Rank and salary depend upon qualifications. Applications will be received until June 15, 1983.

For entry, students' first two years at St. F.X. (U.S. or Canada) are passed in the Technical University of Nova Scotia in Halifax for the remaining three years where they specialize in one of seven engineering disciplines.

Please submit applications, including names of three references to:

Dr. E.J. McAluff
Dean of Science
St. Francis Xavier University
Antigonish, Nova Scotia
B2G 1C0

Bolivia...22

ment of party politics and civilian rule, but both collapsed as a result of another war, this time with Paraguay in the 1930s that cost Bolivia more territory and enormous casualties.

The war was a disaster but it was also a key element in the growing pressures that ultimately led to the revolution of 1952. It aroused wide-spread discontent that resulted in the emergence of various radical and reformist groups. The most successful of these was the Nationalist Revolutionary Movement (MNR) which, supported by an increasingly radicalized middle class, mine workers, and urban labour, led the attack that ousted the military government in April 1952 and inaugurated a new era in Bolivian history.

The MNR programme of expanding the suffrage, nationalizing the mines, and reforming the agrarian sector produced fundamental changes that continue to affect Bolivia today. As a result of the revolution, economic diversification, regionalism, improving literacy rates, and other factors, it has become an increasingly complex country. The problem is that while change is occurring, Bolivia remains a severely underdeveloped nation which, added to the conflicting demands of the various social groups, is likely to produce further political and social turmoil.

This book is a welcome addition to the literature. It is the only available history of Bolivia in English and Professor Klein demonstrates his long association with the historiography with a study that incorporates an impressive amount of material that covers the political, economic, and social history of the region as well as the cultural developments. In the process he directly attacks some commonly-held beliefs and corrects many misconceptions. For example, he puts to rest the argument that the Chaco War was the result of machinations between Standard Oil and Royal Dutch Shell. Rather, it was the creation of the Bolivian president who saw war with Paraguay as a means to overcome a "red" threat, that only he perceived, and to deflect attention from political and economic problems. Professor Klein has also compiled an excellent, annotated bibliography to direct both general reader and specialist to the additional material that is available.

However, these positive aspects cannot

hide the book's several shortcomings. One might point to the many typographical errors, the repeated sentences, and the stylistic defects. Yet, the real problems are more basic. The book lacks a consistent theme to tie the elements together and to explain the unique nature of Bolivian development. The book's sub-title may have been intended for this purpose, but it is rarely mentioned and developments are not related to it. Nor can it really be used to explain Bolivia's uniqueness, for other Latin American countries possess similar multi-ethnic societies and they are quite different from Bolivia. One element that might have served as a link and explanation is Bolivia's historical commitment to an open economy. Since the Spanish conquest it has relied on the export of minerals to pay for imported manufactured goods and this has directly affected political and social developments.

Another of the book's problems is that it conveys an impression of orderliness and stability that contrasts sharply with the commonly-held view of Bolivia and its record of more forced changes of government than years of independent rule. This statistic is misleading in some ways, for, as the author observes, most of the changes were purely cosmetic and involved no fundamental shifting in direction. Nevertheless, they cannot be ignored for they indicate the existence of an unstable and potentially violent society, which helps to explain, in turn, why unrest has been endemic and repression frequent.

With regard to economic developments, the book conveys the same sense of stability, although the evidence presented usually indicates otherwise. For example, the regime of Andres Santa Cruz is praised for accomplishing economic order and stability, but subsequent paragraphs state that this was a period of stagnation in the mining sector, that expenditures constantly outran income, and that Santa Cruz's solution was to issue a debased silver currency with the result that "a general uncertainty was created within the national economy that increased with the years."

Some points require further elaboration for clarity. This is especially true of the MNR in the early 1940s. Many of its leaders were influenced by fascism and admirers of Germany and Italy. Yet the party is described as "moderate-left" and, along with the communist and trotskyite parties, a party "of the left." Within the complex and confusing political reality of Bolivia this description may be accurate, but to most readers it must appear rather strange and deserves some further explanation.

Professor Blanchard is with the Department of History at the University of Toronto.

Cataloguer

CCA
Centre Canadien d'Architecture/
Canadian Centre for Architecture
Montréal, Québec, Canada

The Centre Canadien d'Architecture/Canadian Centre for Architecture, an institution which aims to promote the knowledge of the art of architecture and the built environment, is seeking a senior librarian to catalogue and classify rare books and other library material for which no adequate cataloguing copy exists. In addition to cataloguing and classification, the duties will include responsibility for the retrospective conversion of library files to computer record and supervision of original and derived catalogues.

The requirements include an M.S. degree, a Master's degree in Art or Architectural History and practical experience in cataloguing, using an automated system, in a library specializing in either art or architectural history. Supervisory experience will be an asset. Fluency in French and English, as well as knowledge of other modern European languages, is essential.

Submit resume and names and addresses of three references by May 31, 1983 to:

Centre Canadien d'Architecture/
Canadian Centre for Architecture
c/o Gilles Gagné
Director of Administration
1440 St. Catherine Street West, 2nd floor
Montréal, Québec, H3G 1R8

More job openings Watch for June Bulletin

DEPARTMENT OF ECONOMICS Lakehead University

Applications are being accepted for 1 or more appointments. Rank and salary commensurate with qualifications. Econometrics and Macroeconomics in particular. Other fields welcome. Date of appointment is July 1st, 1983. Applications with curriculum vitae should be sent to Mr. D.E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Lakehead University

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Manitoba Pension Commission recommends changes to Act

by Richard Bellaire

In a recently released paper, the Manitoba Pension Commission recommends a number of changes to the Pension Benefits Act, some of which are outlined here.

Portability

The report recommends an amendment to provide that no pension plan prohibits the right of an employee to the portability of his or her pension credits. Portability

would be allowed by the following mechanisms:

- ☐ transfer to a locked-in RRSP;
- ☐ transfer to a locked-in retirement account as proposed by the Canadian Association of Pension Supervisory Authorities;
- ☐ transfer to a pension plan of a new employer where such a plan allows for acceptance of such transfers;
- ☐ maintenance of the pension credits in the plan of the present employer.

Division of rights

The report recommends that pension credits be recognized as family assets within the meaning of the Marital Property Act.

It also recommends that the standard form of pension at retirement should be a joint and survivor pension. It would be reduced to two-thirds on the pensioner's or spouse's death. The pension would be guaranteed for a minimum of 60 months. The spouse would be required to sign a waiver if another option were selected.

More information

The report states that more information should be made available to people on pension plans including a written statement of options for an employee within 30 days of his or her termination or retirement. It also recommends that a pension committee be established with equal representation from the plan's sponsor and the plan's membership to monitor the administration of the plan.

Uni-sex mortality tables

The report calls for the use of uni-sex

mortality tables in the calculation of pensions and pension options, with women being entitled to the same pension benefits as men upon retirement.

Retirement

In Manitoba there is no mandatory retirement, but the report says that every plan should define an age at which pensions may start without actuarial adjustment. It also says the Pension Benefits Act should be amended to require an option for all members of a plan to elect early retirement under the plan on an actuarially reduced basis after the age of 55.

Rate of interest

The report states that the rate of interest to be credited to employee contributions should bear some relationship to rates prevailing in the market and that post-retirement benefits should be adjusted by the "excess interest" method. The excess interest method calls for some inflation protection related to the interest rates actually received by the pension investments versus a "base" interest rate (say three or four percent).

Vesting

The report recommends that employees should become fully vested after two years of service and that, after vesting, the employee and employer contributions should be locked in with portability ensured.

These and further recommendations will form the basis for amendments to the pension regulations in Manitoba.

CAUT looks forward to successful bargaining conference

by Tim Barton

This year's Collective Bargaining Conference will be held from June 26 to 30 at the Talisman Resort Hotel in Kimberly, Ontario, 90 miles north of Toronto.

As in the past, there will be several training programs designed to reinforce collective bargaining skills. For example, the verbal skills program and the communications workshop will provide an opportunity for participants to enhance their effectiveness in conducting negotiations. The objectives of the grievance handling program will be to introduce participants to the basic legal framework of the grievance procedure and to provide them with a basic understanding of the rights and obligations of their associations as established in their collective agreements. The contract proposal writing workshop will give association members a

first hand opportunity to gain experience in drafting contract language.

While the lineup of speakers for the information sessions has not yet been confirmed, these sessions will be up to the high standards of the past. Several union leaders will address the impact of wage controls. A professional consultant will speak on the topic of pension plans and benefits. Other speakers will address important topic areas such as: occupational health and safety; employee benefit plans; amalgamations; consolidations; and mergers; and how best to represent non-faculty groups.

The CAUT Collective Bargaining Conference has been well received in the past. All indications are that this year's conference will be better than ever.

CAUT Economic Benefits Committee — annual meeting

The CAUT Economic Benefits Committee held its annual meeting on March 18-19 under the chairmanship of Dr. David Balzarini of the University of British Columbia. Among the items dealt with at the meeting was the finalizing of the CAUT Brief on Pensions to be presented to the federal government in response to its Green Paper on Pension Reform.

The committee is preparing a number of papers on benefits for faculty including health benefits, miscellaneous benefits and continuation of benefits, as well as a manual on how to conduct a study on female-male salary differentials, along the lines of work done by Professor Shrank at

Memorial. Also underway is a revision of the CAUT paper "Income Tax and the Senior Citizen" and the preparation of policy papers on alcoholism and drug abuse.

In addition the CAUT Central Office is preparing another survey on academic librarians' salaries. We would be most happy if local associations would help us in this survey when they receive the material.

Finally, the committee discussed the economic benefits contribution to the CAUT Collective Bargaining Conference to be held in June. There will be two economic benefits sessions, dealing with pensions and employee benefit plans.

Censured Administrations

The following university administrations are under CAUT censure:

President and Board of Governors

UNIVERSITY OF CALGARY (1979)

The third stage of censure was imposed in May, 1980.

President and Board of Regents

MEMORIAL UNIVERSITY OF NEWFOUNDLAND (1979)

The third stage of censure was imposed in May, 1980.

Note:

1. Under the first stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised regularly in the *CAUT Bulletin*.
2. Under the second stage of censure faculty members are advised to inform themselves fully of the procedures which exist for the protection of academic freedom before accepting an appointment at the censured university. The censure is advertised more widely in Canadian and foreign faculty association publications and other publications.
3. Under the third stage of censure the CAUT Council recommends that members of faculty associations not accept appointments at the censured university.
4. Because the CAUT does not recommend that faculty members decline appointments when a university is under the first or second stage of censure the *CAUT Bulletin* continues to carry advertisements for positions vacant at censured universities. Such advertisements are not carried in the *Bulletin* for universities under the third stage of censure.

Information about the events which led to censures may be obtained from:

The Executive Secretary
Canadian Association of University Teachers
75 Albert Street, Suite 1001
Ottawa, Ontario
K1P 5E7